HE ABOUR GAZETTE

It's a long way from the coal docks of Nova Scotia to the inner councils of world labour movement—a journey that has left indelible marks on the tudes of Donald MacDonald, President of the Canadian Labour Congress. M Donald talks about that journey and his attitudes to Jack Williams, recently tired Public Relations Director of the CLC. See, Problems of the Past Priorities of the Present.

BOUR
AZETTE

ial Journal
da Department of Labour

3, No. 3/March 1973

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NEWS BRIEFS

■ **The federal Department of Manpower and Immigration has adopted a new industrial training strategy** in a bid to overcome national and regional shortages of skilled workers. The plan—"Training-on-the-Job for Skilled Shortages"—is available to employers to encourage the hiring and training of workers for hard-to-fill occupations.

It marks the first time that a government at any level in Canada has introduced a scheme of this kind. The plan differs from the on-the-job training program introduced 18 months ago in that employers are not expected to create jobs for persons who complete training. Under the new plan, those who finish training will immediately be available for hard-to-fill jobs.

All employers not financed primarily by tax revenues, including non-profit private agencies, are elegible for participation in the new program. It is also open to public employers who are financed mainly by public fees or sales.

The federal Government will reimburse employers 50 per cent of the trainees' wages during the first half of the training period, and 25 per cent during the second half. Maximum reimbursement will be $118 a week for each trainee. Training periods may range in duration from six to 52 weeks, but the average training time is expected to be about five months. To qualify for training, trainees must be one year beyond school-leaving age in the province where they reside, and unemployed or laid off for at least one week.

Manpower and Immigration Minister Robert Andras believes that the new program will greatly improve Canada's effectiveness in matching labour supply with demand in all parts of the country. A recent Statistics Canada job vacancy survey, and the number of unfilled job vacancies recorded at Canada Manpower Centres, indicate that employers are having difficulty finding fully qualified workers to fill available jobs.

"Many workers will now have the opportunity for training and employment in occupations for which they would not otherwise qualify," Andras stated. The scheme would also cut down on lost production and profits caused by skill bottlenecks.

The Department of Manpower and Immigration estimates that at least 40,000 jobs will be created this year under the $50 million Canada Manpower Training-on-the-Job Program. CMTJP was introduced as a winter job-creating program in October 1971 and successfully trained more than 42,000 Canadians, two-thirds of whom were retained as permanent employees. The federal Government pays up to 75 per cent of trainees' wages over a 6— to 40-week training period.

■ The International Execu Board of the United Mine Wo has adopted several reforms p ised by President-elect An Miller during the recent elec campaign. One change w lead to a complete overhaul o cation plans, providing staff, ployees, and officers of the u with the same vacation ben coal miners receive under bituminous coal contract. **A p to end nepotism in hiring union positions has also been proved.**

Previously, Miller had annou reductions in salaries for unio ficials and staff members. three leading officers of the u voluntarily gave up the auton $25-a-day expense allowance had been enjoyed by previou ficeholders. Miller indicated money saved by the salary would go to expand the un four-man safety department, that mine safety would be an portant focus for future UMW forms.

■ **Affiliation of the rec formed Interprovincial Br erhood of Electrical Workers the Canadian Labour Congres been approved.** The annou ment was made by CLC Vice- ident Jean Beaudry in a lett the union. The 8,000-mem union was formed by Qu unionists who voted to leave International Brotherhood of trical Workers in order to fo new union. The Internati Brotherhood was not oppose the jurisdiction of the new u and both unions remain affi of the CLC.

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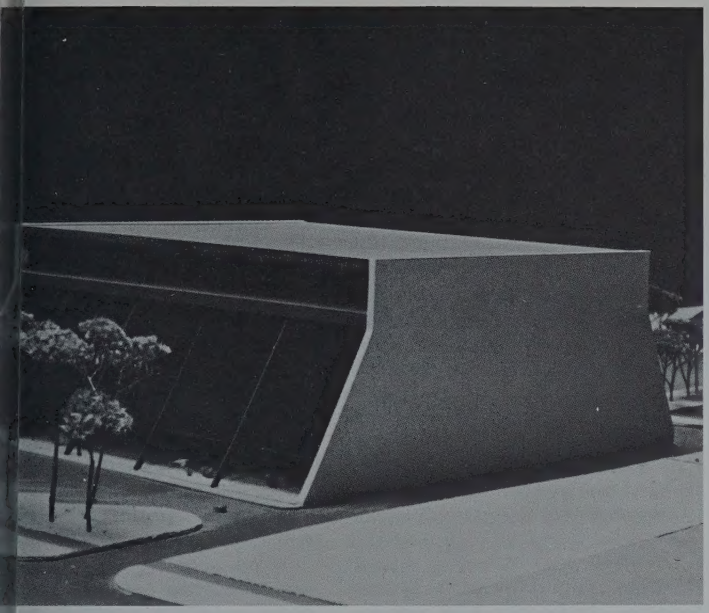


his modernistic, four-storey, -and-glass structure, sched- for completion early in 1973, e new Canadian Labour Con- headquarters building in Ot- . It occupies a site near the ederation Heights section of city, overlooking picturesque ney's Bay Park. Architects for project are Schoeler, Heaton, or, and Menendez, the firm designed the eye-catching ndian pavilion at Expo '67 and attractive Ottawa headquar- of the Public Service Alliance anada.

n December 1972, farmers in Union des producteurs agri- s du Québec voted in favour he Rand Formula of union checkoff. **The vote made the sole bargaining agent for the ince's 51,160 registered farm-** Out of 35,776 votes cast, 28 were in favour of the for- a. This was well above the 66 cent vote required for check- o proceed.

Albert Allain, President of the union, said the vote would assure proper financing of the organization. It also confirmed support for a form of trade unionism that he termed "neither a labour nor a management organization." The union has the right to strike if it is not satisfied with the prices obtained from the Agricultural Marketing Board and other official bodies.

Certification on behalf of a specific group of farmers is subject to the condition that 51 per cent of the producers of the area concerned acknowledge the UPA as their bargaining agent. Under the Rand Formula, marginal farmers—those with an income of less than $1,000 per year—are exempt from the union dues of $15 a year.

■ **The Economic Council of Canada has launched a major study of the labour force to discover the nature and extent of unemployment in Canada.** The Council says it will review sources of information on the labour market and examine how employment opportunities and social programs affect the labour supply.

"This study is necessary and urgent in the Council's view, if policies to reduce Canada's unemployment are to be maintained and be effective," the Council said in a December 1972 news release.

■ **An English-French "Glossary of Terms Used in Industrial Relations," compiled by Gerard Dion, Professor of Industrial Relations at the University of Laval, has been made available in pocketbook form by the Québec Department of Labour and Manpower.**

The glossary is part of a larger work now being prepared, the "Dictionary of Industrial Relations," and is designed to overcome the difficulties presented in translating industrial relations terms from English to French, or vice versa, without changing the technical meaning of the original text.

As the introduction to the book states, there has been no French-English vocabulary in industrial relations previous to this one, and in its compilation use was made of Canadian, French, and Belgian publications, as well as those of the International Labour Organization and the Organization for Economic Co-operation and Development.

Henry de Puyjalon

■ **The appointment of the Canadian Construction Association's first full-time president**—Henry de Puyjalon of Ottawa—has been announced by the CCA's current President, Eric L. Hartley. Although the organization's governing body, the National Board of Directors, will continue to set guidelines, the new arrangement will ensure that high-level policies be given priority on a sustained basis.

The Canadian Construction Association is the voice of the Canadian construction industry, the nation's largest industry. The CCA's membership consists of more than 3,200 firms and some 100 affiliated associations representing construction employers in the various sections of the country and the industry. **The election of a permanent president is in accordance with recommendations approved at the Association's 1972 annual meeting.**

Enlarging on the announcement, Hartley explained: "My successor as Chief Elected Officer of the Association will in future hold the title of Chairman of the Board. Mr. de Puyjalon brings with him a proven record of success in industry and government. He currently is Vice-President of Telesat Canada, responsible for planning, marketing and administration. Prior appointments in the Public Service include: Assistant Deputy Minister of Supply and Services; Assistant Secretary of the Department of Public Works; and a member of the Board of Directors of Defence Construction Ltd. Before joining the federal Government he was an executive with the Gatineau Power Company."

■ **The federal Winter Works Program, scrapped in 1968, was reintroduced in the early winter of 1972.** Renamed "The Winter Capital Works Project Fund," it is part of a four-phase program designed to create jobs during the winter months for the next three years. The $500 million program is expected to produce at least 125,000 new jobs.

In a December 1972 statement, issued jointly by the Minister of Finance and the Minister of Manpower and Immigration, it was pointed out that an additional $90 million allocation for the LIP and Training-on-the-Job Program "would not only contribute to the reduction of winter unemployment, but will also help to develop, on a long-term basis, the new ideas and techniques these programs have generated."

The additional $90 million allocation to LIP and TOJ brings the "job creation" budget to $215 million, compared with $120 million for the corresponding period of the previous year. LIP will now get $165 million and TOJ $50 million.

Federal departments will rece $60 million for labour-intens activities during the wint months, and $350 million will provided from the provincial-m nicipal Winter Capital Proje Fund for loans and grants to pr inces and municipalities to nance capital projects undertak this winter and during the n two years. The December 6 fede announcement had been p ceded by announcements of w ter works plans from four pr inces—Nova Scotia, Ontar Manitoba and Saskatchewan.

One criticism of the plan v voiced by **The Ottawa Journ** "The haste in rushing ahead w winter works projects at this h will produce some half-cook schemes. Money will be was that need not have been was had the winter works plan b announced in time to allow tional planning by the provin and the cities, who will have burden of making it work as w as being its main beneficiaries."

The aim of the Works Project is provide financing for provinc and municipal projects that wo normally be beyond the means those governments, and to vance the construction of proje that have been planned for the ture.

A two-part incentive program help to stimulate new progra and to concentrate on work in winter months: half of the on- labour costs incurred before end of the program will be ded ted or forgiven from the amo of the loan; the other half will forgiven if incurred during December 1 to May 31 perio Thus, federal grants, in effect, cover 100 per cent of on-site bour costs during the winter.

e federal Government has
oduced new immigration regu-
ion, effective January 1, 1973,
rmiting visitors to Canada to
ply for temporary employment
as if they intend to work here.
t e visas, renewable up to a
ximum period of one year, will
anted only if there are no Ca-
dians or landed immigrants
ilable to fill the jobs.

ne Manpower and Immigra-
n Minister Robert announced
e new measures, he emphasized
t **he regulations are designed**
protect the labour force from
e unwarranted short-term use
foreign labour and introduce a
asure of control over the long-
m visitor."

itors are now required by law
declare their intentions before
ering the country. Those who
n to stay in Canada longer than
6 months—even if they do not
end to work—must register with
immigration officer at the time
entry and when they decide to
end their stay. **Any violation of**
e new rules will be punishable
a fine of up to $500, imprison-
ent for up to six months, or de-
rtion. There is no onus on
ployers, however, to ensure
foreigners in their employ ac-
ally have work permits; but em-
yers could be prosecuted if it is
covered they have knowingly
aged for foreign workers with-
permits to take jobs that could
filled by Canadians.

mporary employment in Can-
da can be pre-arranged through
migration officers abroad, and
ndian employers can still ar-
ge for temporary workers to
me Canada to fill a shortage.
iors with pre-arranged em-
yment will find it much easier
obtain a work permit.

Among those exempt from the new regulations are armed forces personnel, diplomats, foreign news correspondents, visiting businessmen, members of professional sport teams, and transport crews. U.S. residents who commute daily to work in Canada will automatically get employment visas at the border.

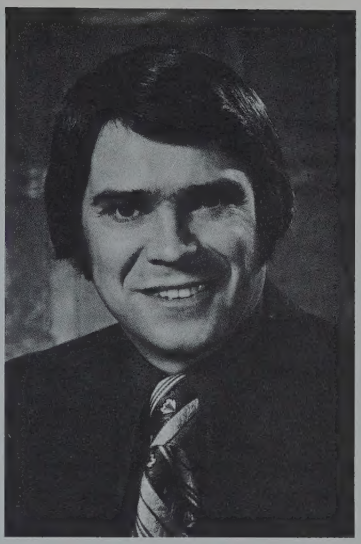
Visitors with employment visas or permits for extended stays will still be barred from applying for landed immigrant status from within Canada.

■ **The bankruptcy rate for smaller Canadian businesses continued to rise during 1972.** Projected to the end of 1972 from statistics gathered by **Dun and Bradstreet,** the number of bankruptcies came to 2,830, compared with 2,627 during 1971.

The average liability per failure dropped to $77,000 from the 1971 average of $125,000, an indication that **larger corporations were going bankrupt less frequently than in 1971.** The failure rate for smaller concerns, however, has continued the escalating trend of the past several years.

The situation in Japan makes an interesting contrast. There, small industries have managed to make profits of comparable proportion to those of major firms by using highly developed technology and making the best of their own advantages.

Although predominant in number, these small firms account for only 50 per cent of goods shipped in Japan, 44 per cent of wholesale transactions, and less than 38 per cent of exports. Of the 4,660,000 firms in Japan, 4,659,000 have fewer than 300 employees, and 3,781,000 have fewer than four employees.



R. C. Basken

■ **Reg Basken has been officially installed as President of the Alberta Federation of Labour.** He takes the position left vacant by Roy Jamha, who was recently appointed Chairman of the Workmen's Compensation Board.

Basken was born in Churchbridge, Saskatchewan and received his schooling in that province. After completing high school, he worked for the Saskatchewan Power Corporation from 1962 to 1963. During this time, he became president of the 3,300 member Local 9-649 of the Oil, Chemical and Atomic Workers' International Union. After becoming the first graduate of the Labour College of Canada, he joined the staff of the Canadian Labour Congress in 1963 and sat on the Health and Safety Committee.

In 1967 he became an International Representative for O.C.A.W. and was transferred to Edmonton. Basken served successively as second vice-president, then first vice-president, of the AFL before his appointment to the presidency.

■ **The Canadian economy moved up strongly in 1972 and, for the first time, the GNP surpassed the hundred billion dollar level,** according to a review made by the Department of Industry, Trade and Commerce. Output in real terms increased by about 5½ per cent, with a particularly strong upturn in economic activity in the final quarter of the year.

The number of new job opportunities greatly improved, with employment advancing about 3 per cent from 1971 to 1972, along with an increase in the labour force—one of the highest among the economically advanced countries of the world. The unemployment level showed little change from the rate of 6.3 per cent in 1971. **A substantial upswing in food costs contributed to the continuing price rise.**

Over the past four years, Canada's price performance has been better than that of our principal trading partners. Only the U.S. appears to have had a smaller overall price rise.

Spending for consumer durables, for non-durables, semi-durables and services has increased by a significantly larger amount than in 1971. Business spending on new plants and equipment appears to have resumed its moderate growth.

Merchandise exports strengthened in 1972; **the export total advanced by around 13 per cent, a rate more than twice as fast as in 1971.** Exports to the U.S. accounted for most of the absolute rise in Canadian exports. Exports to Britain and other Commonwealth countries and to the European Community had strengthened by the end of 1972.

Merchandise imports were up even more sharply than exports; thus, the merchandise trade surplus declined substantially for the second successive year from a level of over $2 billion in 1971 to a figure approximately half as large in 1972. The overall current account balance moved from a surplus of about $1 million in 1970 to a deficit of nearly the same proportion in 1972.

Despite these trends, the underlying external environment has been more favourable than in 1971. **The realignment of currencies has reduced international monetary uncertainties and has contributed to a strengthening of business confidence.** Industrial production has grown by close to 6 per cent in 1972 compared with 4½ per cent in 1971. Further gains took place in mining and mineral processing, with strong growth in petroleum and natural gas being the most conspicuous feature.

Looking ahead, it appears that **consumer spending is likely to remain an important source of strength,** although it cannot be assumed that the present high rate of increase will be maintained throughout the coming year. A field survey made in late 1972 of the capital spending intentions of major companies in Canada showed that they intend to raise capital outlays nearly 10 per cent.

With economic recovery clearly underway in West Germany, Japan, and several of the smaller western European countries, and with the general improvement of relationship between the Western and Communist nations, **the outlook for growth in overseas trade is promising.**

■ **Superannuation regulati regarding the compulsory re ment age of federal public vants, in effect since 1954, ar be changed** following a recent cision by the Trial Division of Federal Court of Canada.

C. M. Drury, President of Trea Board, announced in Octo 1972 that Public Service Su annuation Regulations are b amended to remove the dis tionary provision related to c pulsory retirement, solely for son of age, between the ages o and 64. In the case on which action was based, the Trial D sion of the Federal Court of C ada initially decided that this vision of the superannua regulations went beyond the p ers granted by law.

An appeal by the Government later denied by the Court's Ap Division. Initially, it had b agreed between the two pa that, if the regulation were t declared ultra vires, the pe concerned would be reinstate an employee and paid his full ary from the date of his retirem less any pension or other ben paid to him, and less any inc he may have earned in the m time.

The same type of settlement be extended to others who v retired under the provisions o pertinent section or subsect that preceded it since the r lations first came into ef These employees were given December 1, 1972 to dec whether to retire voluntarily December 31, 1972 or to retur work effective January 1, 1973.

For calculation of pension, c would be given also for the a tional years of service from time of separation to Decem 31, 1972 if the worker were agree to retire voluntarily the an employee decides to retur

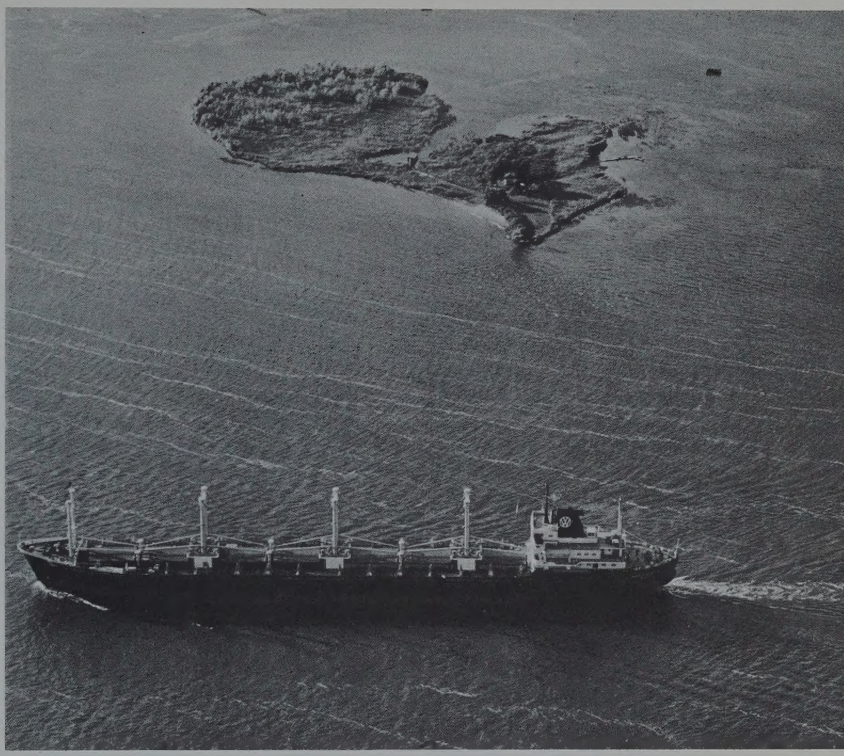
he cannot expect to return former job, but will be ap- d to a position in his for- r its successor, department the maximum salary of that n will be not less than the of the position he held ne was retired.

se full data are not yet avail- t is not possible to estimate st of pay and pension ad- nts to retired employees. **A survey indicated that there least 78 public servants who been retired under that sec- nost of them since 1969.**

resent provisions for com- y normal retirement at age d the powers for extension ployment beyond that age, main in effect.

lthough wages in Canada been rising every year, real asing power has not moved far ahead. Government fig- show that, from September o September 1972, the aver- ncrease in the base rate un- l major agreements in force, ing 1.5 million workers, was ents an hour or 6.5 per cent. n real terms, after the in- e was eroded by a 5.3 per boost in consumer prices, ers gained an average net in- e of only 1.1 per cent, com- with an increase of 4.9 per n 1971.

figures were reported in a erly research bulletin of the da Department of Labour, ving a study of collective ining agreements. The study ited to agreements covering st 500 employees.



■ **Direct loss to the Port of Montreal resulting from last summer's work stoppages has been estimated at $2,000,000.** This estimate was made by Nickholas Beshwaty, Director of the Port, who added that indirect damages were not included in this figure. Had they been included, the loss would have been much higher, he said.

Grain shipments give some indication of the loss suffered, according to Beshwaty. Between 1971 and 1972, the apparent reduction in tonnage was 25,000,000 bushels, but the tonnage shipped was actually 40,000,000 bushels below the level projected for 1972.

■ **The Alberta Board of Industrial Relations approved its first applications for compressed workweeks, it was announced January 1, 1973.** The new three- and four-day schedules involve about 200 employees in nine companies and organizations. Included are 150 shift workers in three gas plants and a number of registered nurses at an auxiliary hospital who will work a basic schedule of three 12-hour days. Employees in two manufacturing plants, a print shop and an equipment firm will be able to go on a re-arranged week of four 10-hour days. The new shifts replace five eight-hour days. All the other provincial governments have permitted experiments with altered or compressed work-weeks.

■ **Why can some mid-career executives cope with change while others cannot?** A Toronto-based non-profit organization called Forty-Plus of Canada Inc., plans to spend about $245,000 over the next five years on research to find out why.

Forty-Plus hopes to raise $100,000 through a foundation or government grants and to get the rest in gifts and pledges from business organizations. Three Canadian companies have already contributed $45,000 toward the project.

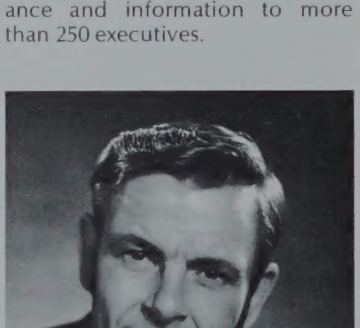
Robert F. Morrison of the University of Toronto's Faculty of Management Studies is in charge of research. He said there is hardly any information today on the complex subject of mid-career change in North America. While there is no dearth of scientific studies on children, young adults and the aged, he explained, the person between 30 and 60 has been virtually ignored.

"This is why we feel the research we are undertaking is so tremendously significant. It's a situation that adversely affects not only the lives and livelihoods of thousands of talented Canadians and their employers, but the health of the total business community and ultimately the economic and social well-being of the country."

The study will also try to find out how a company encourages or inhibits executive development and how co-operation can be developed to minimize the chance that job obsolescence will occur.

Morrison stressed the need for new management methods working to the best advantage of both employee and employer. Long-range planning must include planning in executive development, he added. The ultimate aim of the research is to help people "make the most" of their middle age.

Forty-Plus was founded in Toronto in June 1971 and has since provided counselling, job guidance and information to more than 250 executives.



Robert F. Morrison

■ **The Canadian Labour Congress has launched a national recruitment drive among two million white-collar workers.** The campaign will be a long-term effort aimed at organizing employees of trust and insurance companies, banks, real estate firms and other offices. Toronto is one of the major targets because of its heavy concentration of office workers in a relatively small downtown area.

Funds for the drive—$400,000 a year—are being raised through a 2-cent increase in the monthly per capita tax paid to the Congress by affiliated unions.

The employees recruited will belong to a new all-Canadian union—the Association of Commercial and Technical Employees—created by the CLC a backed by its affiliates. A pri CLC survey of potential mem showed that nearly 70 per were women aged 18 to 25 ye closely identified with mana ment and not union-oriented.

Preparations for the campaign being made by five spec trained organizers and have b going on since the fall. The u drive will rely heavily on media—radio and television sp newspaper advertising and at tion-getting billboards. The board program will be followe information campaigns sho what unionism can do in an creasingly impersonal work e ronment. The organizers are ying also on the more traditi approaches such as gathe names, making contacts, and ning up potential members.

Office locals have been organ before, but on the basis of bargaining unit at a time, us in industrial offices where wh collar workers saw their wages benefits falling behind thos the unionized blue-collar emp ees. Less than 1 per cent of all ployees in finance, insurance real estate are organized.

■ **The sum of $85.4 million been made available by the eral Government to create s mer jobs for 67,200 young pe under the plan "Summer 73."**

The spending amount is froze last year's level because of heavy demand on governm funds from such sources as age pensions. Also, the funds not have to cover such a l number of students. It is estim that 1,272,000 high school post-secondary students will on the summer job market year, a slight decline from the level of 1.3 million.

**mer 73" encompasses 12 dif-
n programs under the super-
of various government de-
ents. The largest of these is
pportunities for Youth Pro-**
allocating $39,970,000 for
participants, and coming
the Department of the Sec-
of State. New criteria for ap-
of OFY projects were also
nced. Replacing last year's
ards of innovation and origi-
**job creation and benefit to
ommunity will now be
d as the essentials for funds
extended.** The Secretary of
also has Language Training,
ls Services, and Group Travel
ams to employ another
young people.

econd largest program is
Service Employment, giving
participants $27,748,000 for
career-oriented or tempo-
work in the Public Service.
a and Cadet Training under
Department of National De-
comes third, pinpointing
0,000 for 7,473 reserve sum-
raining recruits and $600,000
400 summer cadet trainees.

programs designed to assist
nts are: Canada Manpower
es for Students, Athletic
arships, Street Agency Sup-
and Drug Research, Civilian
ing, Hazardous Products Dis-
and Farm Idea Research.

**New regulations governing
working hours of motor ve-
operators under federal ju-
tion** came into force January
73, under Part IV of the Can-
Labour Code (Safety of Em-
es). The purpose of the new
is to limit hours of service in
nterest of the safety and well-
of employees in the motor
port industry.

Hours of service have been limited to 10 hours driving a day—though five more hours of non-driving time may be worked daily—and 60 hours service per week. Provision is made for exceptional circumstances such as adverse traffic, road and weather conditions, special cargoes, and unusual operational requirements.

The regulations also prescribe minimum rest periods and require that a motor vehicle operator keep a daily log of his hours. Motor carriers must identify their vehicles as "Canada Carriers" and keep records of their drivers' hours of service.

Recent amendments to Part III of the Canada Labour Code (Labour Standards) prescribe that an overtime rate of time and a half must be paid to motor transport employees under federal jurisdiction.

City motor vehicle operators are now entitled to overtime after nine hours a day and 45 hours a week, and highway motor vehicle operators after 60 hours a week. But bus drivers will continue to receive overtime after eight hours of work a day and 40 a week. They may work a maximum of 60 hours a week.

All other classes of employees in the motor transport industry, including maintenance workers, warehousemen and helpers, will now receive overtime pay after eight hours a day and 40 a week, but their maximum hours may not exceed 48 a week unless authorized by the Minister, or required by an emergency situation.

■ A survey by Statistics Canada showed that **two thirds of the 20,000 students who were to continue their studies in Canadian universities during the 1971-72 term were in the labour market within a few months after university commencement** (March 1972).

Among the drop-outs, 28 per cent claimed lack of money or the fear of not being able to find a job once they had finished their studies; 20 per cent said it was because of the salary or the job offered them; and 14 per cent said that they were not satisfied with the university studies in which they had been enrolled.

■ **The Canadian Labour Congress launched a campaign in February to support senior citizens' groups in Canada.**

The CLC is asking local unions to: (1) establish a committee in support of senior citizens; (2) consider donations to senior citizens groups; (3) establish a senior citizens club associated with the local, or labour council; (4) have senior citizen spokesmen address union gatherings; and (5) support legislative action by the National Pensioners and Senior Citizens Association.

INTERNATIONAL ROUNDUP

■ **There are signs that industrial relations will loom large at Sweden's general election later this year.**

Although the $13.9 billion budget presented in January by the Social Democratic Government goes a long way toward meeting labour's demands for social reforms, Swedish unions are asking for more industrial relations legislation to strengthen their hand in conflicts with management. They are seeking changes that would switch the legal emphasis increasingly toward workers' rights.

In response to pressure from the usually moderate Swedish Trade Union Confederation, **the Government has set up independent inquiries to make recommendations on job security, industrial democracy, and employers' right to hire and fire.**

Sweden has been fighting unemployment and maximizing job security through extensive use of purchase policy, state and municipal projects, state reserve funds for investment, payroll handouts in development areas, a retraining program with a virtually unlimited budget, and special steps to ensure the employment of elderly and handicapped workers.

Since July 1972, the progressive Labour Market Board responsible for these matters can pay 30 per cent of a company's wage costs for up to 12 months while new jobs are being sought for redundant workers. An early warning system for redundancy gives extra notice to the elderly, and a mobile squad of trained employment officers is on hand to tackle closure problems. The Government is taking steps also to ensure that homes are available for displaced workers in areas where jobs can be fou The Labour Market Board can b workers' old homes and offer ge erous assistance with remo costs.

The government's new budg proposes to guarantee une ployed people a minimum sal of $7.00 a day, increased pensi and sick pay, and allow a parent stay home to nurse a sick ch while collecting 90 per cent of or her salary.

But the unions are pushing h for new factory committees t would extend the scope of coll tive bargaining to take in perso nel and recruitment matters a oblige firms to give the Board a quate notice of plans affect their employees.

Swedish employers at pres have a prerogative in hiring a firing. The unions insist that t must be changed by legislatio workers are to have full barga ing rights over their working co ditions. Where industrial dem cracy is concerned, the odds present are that at least t worker-directors will ultimately on the boards of all firms w more than 50 employees.

■ **The Swiss economy is suff ing as a result of government p icy aimed at "stabilizing" t number of foreigners who m work in Switzerland.** One of main victims is the hotel indus where one out of every six job said to be vacant. This means t Swiss hotels could use 30,0 more foreign workers imme ately.

Manufacturing is also feeling pinch. There are empty work b at big metal and machinery fir and even premium pay rates not persuade people to take unpleasant foundry or fact jobs. In an overemployed soci the Swiss can afford to cho

...rk they do, and **they have ...deserting industry in droves ...hite-collar jobs.** It is esti... that between 50,000 and ...00 additional foreigners ...probably find jobs in indus... the authorities would let ...n.

...ey dare not do, says a report ...**Economist,** because "a siz... chunk of the Swiss popu... is fed up with having to ...ete with Italians, Spaniards, ...lavs and Turks for lower ...d housing, hospital beds, ...on trains and trams, and with ...oom time being hogged by ...numbers of foreign young... who often do not know the ...anguage."

...erland followed a liberal im...tion policy in the industrial ...n of the early 1960s, and ...86 foreigners arrived in 1961 ...; today, slightly more than ...million foreigners account for ...er cent of the population. ... number is now dropping, ...**The Economist.** Only 40,000 ...residence permits are issued ... year, and every year, twice ...any foreigners leave Switzer... **The result has been lower ...ards in the tourist industry ...a switch to production ...d.**

... textiles are going to Spain ...Portugal; other industries are ...ting heavily in Italy, Greece, ...pore and elsewhere. Giants ... as Nestlé, Ciba-Geigy and ...n Boveri have always done ...but now, even medium-sized ... are doing it.

...**Economist** suggests that the ...ent situation could have been ...ded had the authorities acted ...er by imposing a head tax on ...gn workers in the 1960s—paid ...mployers and spent on infra...ture. Earlier action would also ... allowed industry to rational... gradually without the present ...c.

■ **Australia's new Labour Government—the first in 23 years—has announced that it is abolishing racial considerations in selecting immigrants.**

Recent Liberal-Country Party coalition governments eased the country's immigration policy but retained the goal of a "homogeneous society." This permitted the entry of non-whites and their families if the breadwinner were a professional or skilled worker, and if the family could be expected to integrate successfully into Australia's predominantly white society.

Edward Gough Whitlam

Albert J. Grassby

Since the policy was eased, non-whites have been coming at the rate of 9,500 a year; but they had to pay their own way.

Now these restrictions will end, but this does not mean that any number of non-white immigrants will be allowed in. **Future immigration is to be geared to Australia's manpower needs;** the deciding factors will be the skills of the applicant and the demand for those skills in Australia. This policy is similar to the 1967 immigration policy introduced in Canada by the Pearson Government.

Australian immigration minister Albert J. Grassby said the emphasis in future will be on sponsorship, with family reunion given high priority. He announced also that his department will give more attention to citizenship and settlement matters, improve immigrant selection overseas, and improve assistance to migrants during their early years of settlement.

Other major reforms announced by Prime Minister Gough Whitlam's Government include: increases in pensions and welfare benefits; 12 weeks maternity leave for federal employees; and grants to aboriginal children attending high schools. The Government also plans to spend an additional $14 million this year on housing and special work projects for aborigines, who make up less than 1 per cent of Australia's population.

Pollution: a global concern

■ **Air pollution is so bad in Venice, Italy, that all 50,000 workers in the Porto Marghera industrial district must be equipped with gas masks** under an order issued in January by Venice's chief inspector of labour conditions. The order, which was sent to all 205 firms working in the area, followed several recent incidents in which workers were overcome by industrial gas fumes.

The workers, employed in the port's petroleum, chemical and aluminum industries, do not have to wear the masks at all times, but they must always carry them in case they are exposed to poisonous gases. The three dangerous substances being released in the air are phosgene, prussic acid and sulphur dioxide. A number of firms in Porto Marghera, including Italy's giant Montedison chemical company, already equip their employees with gas masks.

■ **A five-year program of research and action to help developing countries choose technologies** offering the best possibilities of balanced economic, social and technical progress has been announced by the International Labour Organization. It is receiving major financial support from the Swedish International Development Authority and the United Nations Development Program, and is being developed as part of the ILO's World Employment Program.

The new program will underline the importance of adopting technologies that create employment, raise productivity by making more efficient use of scarce capital, land and other natural resources, and give a greater economic role to less favoured sections of national communities.

Other aims are to help countries select, from the various technologies they might apply, those best suited to situations in which labour is abundant, and to decide what policy measures they must adopt in the fields of training, public finance, trade, aid and employment. Activities take the form of a series of research projects and country case studies.

■ **Sociologist Leonard Good of the Brookings Institut Washington, D.C., says p people are not poor because do not want to work.**

After studying the attitudes work experiences of more 4,000 persons, Goodwin cludes: "Poor people—males females, blacks and whites, yo and adults—identify their sel teem with work as strongly as non-poor." Goodwin's findin published by the Brookings I tution under the Title: **Do Poor Want to Work?**—indi that poor people accept we only because of continuing fa in the work world.

"The ways in which the poo differ from the affluent can sonably be attributed to their ferent experiences of success failure in the world," Goo says. The Washington sociol cites statistics from the U.S. ernment's Work Incentive gram (WIN) showing that, o 1.6 million welfare recipients gible for training, only 10 per were deemed suitable. Goo says that his findings suggest if the jobs people do get are low the minimum wage and garded as "make work," they "prove even more discouragin the poor than no jobs at all." emphasizes the need to pro the poor with "a chance to ex ence success in jobs that will port them."

He warns that stringent wor quirements for welfare recipi which are likely to lead to tional experiences of failure, be psychologically damaging. **propriate policies must en poor people to experience cess.** Goodwin says that, in

ping to formulate programs
e at eliminating poverty,
consideration needs to be
no psychological factors.

evin's report calls for the
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become eligible for better
nd it recommends a guaran-
ncome "at least a small mar-
ove the poverty level" to re-
the cost of failure when it
ccur.

Recent American federal statistics dealing with the incomes of different city groups reveal not only that salaries of women workers are lower than those of men but that this disparity is increasing.

Head of the U.S. Labor Department's Women's Bureau, Mrs. Elizabeth Duncan Koontz, outlines a grim picture: A woman working full time in 1970 made only 57 per cent of a man's income, down from the 1955 figure of 64 per cent. Women with one to three years of college education had lower incomes in 1971 than men who had completed only eight years of school.

Although increasing attention is being given to equalizing the salaries of men and women, it is not likely that the pay gap was narrowed in 1972.

Mrs. Koontz's remarks were contained in a paper titled "Myth and Reality in the Employment of Women," delivered at a meeting of the American Association for the Advancement of Science. Her paper was given at a time when she herself faced the prospect of seeking employment. The new Nixon administration had asked her, along with other high federal Government officials, to submit her resignation as a deputy assistant secretary of labor almost two months previously. Her resignation was subsequently accepted.

■ **Sweden's new, 37,000-member Graphic Union brings together bookbinders, lithographers and typographers.** The amalgamation of three of the country's oldest unions was made necessary by rapid structural changes in the graphics trade, and the gradual disappearance of dividing lines between the traditional occupational groups.

"The new technique differs considerably from the old," says Erik Alderin, President of the Typographers' Union. "For 60 years practically nothing occurred to change the technique. Now, computers with photo-setting are replacing the old lead-moulding; offset is replacing the rotary press. The smaller companies do not get through because big investments are needed. Newspapers, faced with strong competition from television, are experiencing greater difficulties.

"Up till now, we have experienced only the start of technological change," he says. "But it will assume still greater proportions. **That is why a trade union covering the entire graphics trade is needed.** It will help us cope with change, and create better opportunities for members to acquire further training."

The new organization will focus much of its attention on information and training, and on improving communication between leaders and members at both the local and central levels.

■ "Many times operators' knees, elbows, hands and arms brush their neighbors' bodies. To have men and women (even those with the best intentions and good will) working side by side under these conditions would create an intolerable situation," according to a 1966 American Telephone and Telegraph Co. position paper.

In January 1973—seven years later, to the month—**AT & T signed a $38 million civil rights agreement providing increased pay and advancement opportunities for women, minorities and other employees.** The pact with the American Department of Labor and the Equal Employment Opportunities Commission is the largest job discrimination settlement in the nation's history.

The settlement provides that AT & T and its 24 operating companies make one-time, lump-sum payments totalling $15 million to some 15,000 workers who, the EEOC had claimed, were victims of "pervasive and systematic" discrimination.

Another $23 million per year will go into wage adjustments aimed at elevating women and minority males to equal standing with white males in similar jobs. EEOC Chairman William H. Brown said the measure will enable many of Bell's 780,000 employees "to strive for positions they never before considered open to them." David K. Eastlick, AT & T Vice-President said: "All parties should be pleased. Now that we have cleared away many of the uncertainties, we are eager to get on with the job."

50 YEARS AGO

■ "Apprenticeship is a very old institution. At one time on this continent it undoubtedly flourished. Why did it decline and almost disappear?" Joseph M. Pigott, of the Pigott, Healy Construction Company, Hamilton, Ont., asked this question at the fifth annual conference of the Association of Canadian Building and Construction Industries. His paper on **The Shortage of Mechanics and the Cure,** which he read at the conference, and in which he outlined a proposed system for apprenticeship, was reported in the March 1923 number of The Labour Gazette.

"... I believe it is reasonable to assume that we have, in the case of certain trades at least, fewer mechanics [skilled workers] year after year, in particular bricklayers and plasterers, and in the case of many other trades, such as carpenters, while there may not be an actual shrinkage in the available number, there is just as serious a condition in the matter of their skill and efficiency. There are very few properly trained carpenters today, and they are getting fewer each year ... It is, then, entirely a matter of failure of the apprenticeship system.

"Why has the apprenticeship system failed? There are," he continued, "many opinions as to this. A great many of them, while very reasonable, you will find on thorough investigation, are not sound ..." You may be surprised to hear ... "that the apprenticeship system has been of little or no use so far as our supply of building mechanics goes, for a generation back. A canvass of the building mechanics who are properly trained will disclose to you a surprisingly large percentage of men who received their training in the Old Country ...

As far back as the year 1600, said, there was a flourishing prenticeship system. At that t it was the compulsory refuge children who were charges of t state. They were not only appre tices but also the personal s vants and factotums of the men whom they were apprentic usually for several years. Throu out the 17th century, according authoritative studies, apprenti ship flourished, because it only through apprenticeship t children of parents in ordinary cumstances could secure an ed cation. The free schools of tod were unknown in the 17th c tury, and education was only the "landed gentry." This was condition that existed at the ginning of the American Revo tion in 1775 and that continu until it ended in 1785.

In his complete work on the H **tory of Apprenticeship and Ind trial Education,** Mr. Pigott conti ued, Paul Douglas says that un 1830 "the master worked side side with his journeymen and h apprentice and was not sharp distinguished from them by eith his earnings or his social position

"The real growth in American i dustry and the actual Revoluti in American industry follows t Civil War, when machinery w introduced in almost all types manufacturing, and a tremendo development in the industrial l of the States commenced," t speaker said. "Hand in hand wi this went the exploitation of a prenticeship to the point where was nothing more or less th child labour, and became a me ace to the welfare of the people

Paul Douglas says: 'It is clear that it debased the tion of the children in indus- two ways: (a) it divested ap- ceship proper of its educa- features both trade and (b) it added children to in- who were not even nomi- apprentices, but merely child

of the abuse of the appren- sip system and the exploita- of child labour, our trade s were created, he contin- They were created at this to halt the abuse—to curb control the apprenticeship n. But although they were g to protect their trades, it pt be denied that they had e and humanity on their side. ovement developed rapidly nions were formed in almost trade. Amalgamating in the nd '70s, the unions forced legislation in the several states that made it compulsory to properly indenture an apprentice for three to five years. He had to be taught every part of the employer's business and provided with suitable clothing, board, lodging and medical attention. Severe penalties were provided for violation of these laws.

But then the pendulum began to swing to the other extreme and trade union organization and state legislation stopped not only abuses of the apprenticeship system, but the apprenticeship system itself. As proof of how far they went, the **Boston Journal** of July 5, 1890, said: "A liberal apprenticeship will do as much as anything else to put a wholesome restraint on trade union tyranny and make the mechanic arts again desirable and serviceable to the sons of the American citizens."

"It would not be correct, however," Mr. Pigott said, "to say that the trade union movement killed the apprenticeship system in the latter part of the eighteenth century. It would be true to say that they campaigned and agitated so vigorously against it, and by law made it a matter of such grave importance and deliberation wherein the employer must needs be ready and willing to teach the boy his whole business, must be ready to see him housed, clothed and fed, and be responsible for his health, that the employer quite naturally, even as you or I would do, turned elsewhere for his requirements. Fortunately for us, it was at his hand—immigration flowed into the United States and into Canada, too, and thoroughly trained mechanics from the Old Lands were there ready, trained and willing to work. Between this immigration and the rapid development of production by machinery, the apprenticeship system was killed."

PROBLEMS OF THE PAST AND PRIORITIES OF THE PRESENT

BY JACK WILLIAMS

It's a long way from the coal docks of Sydney, Nova Scotia, to the inner councils of the world labour movement; but, in retrospect, it was a logical course for Donald MacDonald, 63, President of the Canadian Labour Congress.

Recognized as a top Canadian labour leader because of that position, it is less widely known that MacDonald also holds the Presidency of the International Confederation of Free Trade Unions, a worldwide organization of some 50,000,000 members of unions in non-communist countries. MacDonald achieved further distinction when, in the 1972 Governor General's Honours List, he was made an Officer of the Order of Canada.

He publicly announced some months ago that he is serving his final term as CLC President and will not be a candidate for re-election when the Congress holds its next convention in Vancouver in May 1974.

Experiences encountered during his career, plu
Cape Breton Island background, are indelibly m
on the man, and they influence his attitudes an
tions today just as they did when he was a you
trade unionist.

Born in Halifax, he later went to Cape Breton
young boy to attend the Holy Redeemer Schoo
the Sydney Academy. At the age of 17, he we
work in the Nova Scotia coal industry, where h
mediately became a member of Local 4560 o
United Mine Workers. By the age of 21, he was
dent of his Local. In dress he has always been
servative but immaculate. So it was during his
shovelling days, that his Saturday night appear
on Sydney's main street won him the nicknam
"Duke."

**MacDonald remained active in the United
Workers until he was black-listed by the compa
1940.** His tone is still bitter when he talks of
days; they marked a turning point in his life. H
never forgotten or forgiven the company's a
which was apparently intended to end his
tiveness as a union leader. **His ultimate respons
hardly what the management of that time could
expected.**

ıld MacDonald

A difficult period followed. He had always been an ardent supporter of the co-operative movement, and for a short time he managed a co-operative store; but he was apparently not cut out to be a retail merchant. An enthusiastic member of the Co-operative Commonwealth Federation, he ran for and was elected to the Nova Scotia Legislature in 1941, where he found himself the leader of a three-man group in the Legislature. He remained active in the CCF for some years and held various offices.

Today he is a strong supporter of the New Democratic Party, successor to the CCF; but holds no office. **He is among those union leaders who are opposed to any formal and highly structured relationship between organized labour and a political party, much as he believes in political action on labour's part.** He is insistent that, while giving support in every possible way, labour should retain complete freedom of action. Any suggestion of interference in labour matters from the CLC's political allies would rouse immediate and vigorous opposition from MacDonald.

In 1942, when he became a field representative for the then Canadian Congress of Labour, he had begun his journey to the top of the movement. Three years later he was regional director; and then, in 1951 he made the big move to Ottawa as national secretary-treasurer. He later played a key role in the discussions that led to the merger of the Trades and Labour Congress with the Canadian Congress of Labour to found the Canadian Labour Congress in 1956. MacDonald became secretary-treasurer of the new central body.

Despite the breadth of his contacts, the CLC President is a man with a relatively small circle of really close friends; many of those who have occasion to associate with him are inclined to regard him as somewhat cool and remote. This opinion was bolstered when he was appointed secretary-treasurer of the Canadian Congress of Labour. It was a small, struggling organization with barely more than 300,000 members. By comparison, today's CLC speaks for a membership of 1,800,000.

The old CCL's financial position was, to say the least, tenuous; and, as senior administrative officer with exclusive responsibility for finances, MacDonald had to exercise his hold over the organization's purse strings with a vigour that could hardly be expected to win friends. **Nevertheless, he succeeded notably in**

achieving financial stability—and the new Congress headquarters being built in Ottawa may, in a sense, be regarded as a monument to that success.

MacDonald has a keen interest in the international labour scene, probably nurtured by his early association with St. Francis Xavier University at Antigonish, Nova Scotia. The University is noted for its international outlook, and, as a young man, MacDonald took part in its extension program. He now holds an honorary Doctor of Laws from St. Francis.

An essential characteristic of the man's trade philosophy is that **he sees organized labour people's social movement**—something going we yond the bread-and-butter issues—though he be one of the last to downgrade immediate nomic needs.

His dedication to the movement is probably passed only by his faithfulness to his church. strong, personal qualities exemplify a determin that prompts him often to view situations in ter black and white. This tendency reveals itself MacDonald occasionally expresses himself w vehemence that startles listeners. Some of his have suggested that it would be better if he more flexible; but that vehemence is a reflecti the strength of his convictions—and no one can lenge his sincerity.

Numerous opportunities to travel, to meet an with labour people in many other countries, fitted in well with his view of the worldwide rel ships among the labour movement. **In 1969 h came the first Canadian to be elected a vice- dent of the International Confederation of Trade Unions; and last year he was appointed dent.** He has also held the office of vice-presid the International Regional Organization of W (ORIT), a central labour body in Latin America.

MacDonald foresees that the structure of the in tional labour movement is headed for major cha though he is hesitant to suggest exactly what these new structures may take. The vital nee change, he says, is related to the vast expansi multinational corporations. **"The only hope we for a countervailing force opposed to these oct like corporations lies with the trade union ment,"** MacDonald says. "Without strong int tional organizational ties, the workers will be and the world will simply fall into the hands of profit-seekers."

omplexities of the problems that the interna- l trade union movement faces are staggering— his at a time when there is a serious split in the of the non-communist unions through the lrawal of the AFL-CIO from the ICFTU. This di- , which shows no signs of healing, points up nceptions that are often held regarding rela- hips within organized labour.

Canadian Labour Congress, being composed of ominantly international—or, more properly, n American—unions, is frequently regarded as under the domination of the central U.S. body, FL-CIO. **Yet the views of George Meany, Presi- of the AFL-CIO, and those of MacDonald are ly separated, particularly in their political out- on international affairs.** The AFL-CIO has not withdrawn from the ICFTU; it operates its own national activities, often in competition with of the ICFTU.

of AFL-CIO financial support, has seriously ened the ICFTU's programs; and this, MacDo- points out, at a time when they are most ed.

me areas of the world, the labour movement is healthy state. The British Trades Union Congress for the first time, reached a membership of 0,000. In continental Europe, unions are grow- But in Asia and Africa the problems confronting unions are enormous. There the ICFTU has an ational program, but one of limited proportions use of the financial limitations. In India there is a anent labour college, and in both Asia and Af- there are mobile educational programs, pat- d to meet the needs of specific areas.

dian unionists have an outstanding record both oviding financial support for these programs and aking personnel available for leadership. **One of eatures has been assistance in the development o-operatives, and here, particularly, Canadians, MacDonald's enthusiastic support, have played jor role.**

"In the Third World, conditions vary widely," he says. "In the developing countries, employment is very different from what it is in our terms. In many of these countries, agriculture is still the first employment, and union organization in that industry is extremely difficult. Many of the countries have very weak economies, and **part of the job of the labour movement is to help their peoples contribute to the development of a stronger economy.**

"In a large number of cases, the individuals who are most active in the labour movement are also closely identified with their nationalist movement, and political progress has priority over union affairs. Frequently there are close ties between the two, and at times it becomes difficult to separate them."

There are also difficulties in building a union structure to meet the economic situations created by the growing pattern of worldwide management. Apart from the ICFTU, there are some 16 trade secretariats in the world labour movement. They range from little more than paper organizations to well-organized and highly efficient operations; but MacDonald doubts whether they answer the need for a bargaining relationship between workers in various countries.

"Even the best of the secretariats are primarily concerned with one particular industry," he explains. "On the employer side, **the interests of a single corporation may range over a multitude of industries, and organized labour has to be able to meet them on that basis."** Beyond this, there is the evident trend toward breaking the world into tight trade groupings, each of which opposes competition from other countries.

"The creation of new trade groupings is a growing source of conflict," the CLC President says. "It can create friction between workers in different countries. There has been evidence of this in Canada's present trade relations with the United States; and some people are trying to use it to break up the international union movement that exists in North America."

MacDonald waxes warm when he discusses attacks on international unions. **He holds strong views with regard to the role that North American unions have played in the building of a labour movement in Canada.** He is equally convinced that present needs of many Canadian workers can best be met through the

international structure. **At the same time, MacDonald, in common with other top CLC officers, looks forward to the day when the labour movement in Canada will be more purely Canadian that it is today.**

It was with this target in view that the Canadian Labour Congress, at its 1970 convention, adopted a set of guidelines for international unions, proposing that they "adopt a firm policy supporting minimum standards of self-government of the Canadian sections . . . and that these standards include: election of Canadian officers by Canadians; policies to deal with national affairs to be determined by the electe nadian officers and/or members; Canadian el representatives to have authority to speak fo union in Canada."

MacDonald freely admits that progress towa tainment of these objectives has not been as f he would like. "We have to be realistic," he "Some unions have adopted these guidelines in some in part, and others have them under cons

he fact is that, in many instances, they call for tutional changes that cannot be brought about y. And beyond this is the fact that, very often, anadian membership is a small proportion of al membership—and this complicates things.

e same time, MacDonald has no use for the hair critics who sit on the sidelines and try to s how to run unions. Most of these self-ap-ed experts, including some newspaper writers, know what they are talking about. There is too thought about what the workers want, and which union can do the best job for the work-here have always been people who thought were entitled to tell the workers what kind of a they should have, and we still have them d today. Those who are trying to relate United domination of industry to international trade ism are not making sense. They are making an s-and-oranges comparison."

anadian Labour Congress has made it clear that udes the Committee for an Independent Can-mong those who, in the CLC's view, are trying erject themselves into the affairs of organized r.

he domestic scene, the Congress has recently preoccupied largely with economic matters, articularly the high rate of unemployment. This esulted in an almost running battle with the fed-Government—the fundamental difference of on being whether top priority should be given nting inflation or providing jobs.

Donald summarizes the CLC's policy on eco-c action needed in these words: **"What Canada s is a policy that will provide a continuous and e expansion to keep the economic system work-t top efficiency.** We require policies that will put hasing power into the hands of all our citizens An added productive effort is needed, and also htened tax load on the working people, who d thereby provide the purchasing power so des-ely needed at this time. Our unemployment lems would then, over the long run, see some ution."

ar as union membership is concerned, MacDo-forecasts continuing growth. He is able to point fairly steady increase in the absolute number of n members. At the same time, **he frankly recog-s the difficulty in getting union membership e the plateau of about 33 per cent of the labour e,** where it has hovered for some years. In this re-gard, he points to the exceptionally rapid growth that has taken place in the Canadian labour force through the influx of young people at a rate unequalled in any other industrialized country.

Organized labour deserves a great deal of credit for the rapid expansion of unions in the Public Service. The Canadian Union of Public Employees is the fastest growing union in the CLC; and the affiliation of the Public Service Alliance of Canada was a major leap in the growth of membership since the founding of the Congress in 1956.

The CLC is also actively engaged in discussions with several organizations of provincial government employees. **In addition, the CLC has what MacDonald describes as "a friendly relationship" with a number of employee organizations now outside what is commonly regarded as the organized labour movement:** they include teachers, nurses, and other professionals and semi-professionals.

By nature not a rashly optimistic person, MacDonald says he is "hopeful" of a developing relationship with these groups. "The more we talk, the more we find we have in common," he says. "In many countries, there is a sharp division between what were the original trade unions and the professional and semi-professional organizations; we are hoping that we can do better in Canada."

He is equally cautious about the CLC's new white-collar drive. "We are moving with some caution because we don't want to make mistakes; but we have a concrete program in operation and I think we are on the right track."

A subject of contention in the Canadian labour movement in recent years has been that of re-admittance to the Congress of unions that were expelled some years ago because they were considered to be under Communist control. **MacDonald, a veteran of the ideological conflicts of the 30's and 40's placed himself solidly among those who were opposed to a forgive-and-forget attitude.**

"Some people seem to be changing their minds," he said, when the subject was under discussion. "As far as the young people in our movement are concerned, they know little or nothing of the struggles of

the past. That's our fault; we have done an extremely poor job of telling them. They have never seen the efforts of the communists to take over control of our democratic union structure; they have never witnessed the attempts to completely destroy unions. There are basic philosophical differences, and they remain."

Nevertheless, the CLC decided to take back two of the unions concerned—the United Electrical Workers and the United Fishermen and Allied Workers. When that decision was made, MacDonald's reaction was short and pointed: "The years have wrought amazing changes."

But the CLC President does not live entirely in the past. He foresees major changes taking place in the structure of organized labour in Canada. "More authority to central bodies, such as the Congress, is inevitable," he says. "Some people say we are standing still; but look at the changes in the Congress constitution. **We have a disputes procedure for dealing with jurisdictional differences which, despite all its weaknesses, would have been unthinkable a years ago.** We have made real progress, and the no doubt it is going to continue."

And when he looks to the future it is on labour' cial role that he places the greatest emphasis: **Canadian Labour Congress now has an expan program of social action** that involves us with co erative housing, community health centres, sumer co-operatives, senior citizen and other munity groups, native people's organizations, gr concerned with the environment, and human r and civil liberties movements."

Organized labour has moved from a one-time tion of relative isolation to become involved in w ing with such organizations as the Canadian Cross, the Vanier Institute for the Family, the C dian Council on Social Development, the Ca Safety Council and UNESCO. In his capacity as P dent of the CLC, he has been labour's official re sentative on many of these bodies.

MacDonald is frequently invited, as the represe tive of organized labour, to important functio the nation's capital and elsewhere, and it is t these occasions that he demonstrates the capa to fulfill such responsibilities with little difficu while always retaining his basically labour outloo

MacDonald moved up from the position of se tary-treasurer of the Canadian Labour Congres that of President in 1967, when the then presi Claude Jodoin, suffered an incapacitating ill MacDonald was regarded as the logical succe and was unchallenged. **When he steps down a next Congress convention, Donald MacDonald be able to look back with justified pride on an e which the labour movement in Canada made table progress toward the social objectives that cerned him so deeply when he was shovelling on the docks of Sydney.**

(The opinions expressed in the foregoing article those of the author and the person interviewed, do not necessarily reflect the views or policies o Canada Department of Labour.)

RICE INDEXES

NSUMER, NOVEMBER 1972

e consumer price index 6=100) advanced 0.2 per cent 2.3 in November, an increase hly smaller than that recorded ween October and November rcent years. Food prices de- 0.1 per cent but the index ll items, excluding food, in- ed 0.3 per cent because of vaces of 0.6 per cent in the ing index and 0.4 per cent in lothing index. The recreation reading component rose 0.7 rcent and that for trans- tion declined about the same nt. An increase of 0.3 per twas recorded for the Health personal care index and the acco and alcohol component vaced 0.1 per cent. Between November 1971 and November 1972, the all-items index advanced 5.1 per cent.

The food index declined 0.1 per cent to 145.1 from 145.3. The price level of food consumed at home in November declined 0.1 per cent and restaurant meal prices rose 0.2 per cent. Most major groups within the food at home component, recorded decreases although vegetable prices rose, on average, 6.8 per cent because of higher prices for most fresh, and all canned, varieties. A decline of 2.8 per cent in the fruit index was mainly due to lower prices for most fresh fruits. Since November 1971, the vegetable index advanced almost 13 per cent and that for fruit almost 8 per cent. **In the latest month, the meat, fish and poultry index declined 0.8 per cent.** Beef prices decreased, on average, 2.9 per cent because of reductions for most cuts, in several cities. Pork rose 0.3 per cent and poultry prices increased 1.6 per cent in response to higher quotations for turkey. The meat, fish and poultry index, advancing 15 per cent since November 1971, registered the largest increase for any major food component in the last 12 months. Between October and November, egg prices dropped 3.8 per cent but were still 11 per cent above their level of a year earlier. The bakery and cereal products index declined 0.1 per cent in the latest month as lower prices on such items as corn flakes and cake mix outweighed scattered price increases for bread. Among dairy products, ice cream prices declined in Toronto and Winnipeg, and there were some reductions recorded for evaporated milk. Fluid milk and butter prices were unchanged. Decreases were registered for ground coffee, soft drinks, tea, shortening and jelly powders. Honey, instant coffee, infants' food and sugar recorded increases. Compared with a year earlier, the food index advanced 9.1 per cent with the price of food consumed at home increasing 9.5 per cent and that for restaurant meals 7.1 per cent.

The housing index advanced 0.6 per cent to 146.1 from 145.2 because of increases of 0.9 per cent in the shelter component and 0.2 per cent in the household operation component. An increase of 1.2 per cent in the home-ownership element was mainly responsible for the advance in the shelter component. Rents increased 0.1 per cent. Within household operation some fuel oil prices rises were registered in Montreal and Regina. Furniture prices increased 0.4 per cent. Because of higher carpet prices, the floor covering index increased 0.5 per cent. The textiles index in-

creased 0.2 per cent as a result of increased curtain and wool blanket quotations. Higher prices were recorded for clocks, hardware, glassware and a number of cleaning supplies. For dishes, toilet paper and light bulbs, quotations were lower. Between November 1971 and November 1972, the housing index advanced 4.7 per cent.

The clothing index increased 0.4 per cent to 134.9 from 134.4 and was 3.0 per cent higher than a year earlier. Footwear prices advanced 1.0 per cent with increases recorded for all items. The component for men's wear moved up 0.9 per cent mainly because of higher prices for suits, coats, ski parkas, sweaters and work clothing. An increase of 0.2 per cent in the price of women's wear was chiefly due to increased prices for some dresses, fur coats and nightgowns. The children's wear index declined 0.5 per cent because sale prices took effect on some items including boys' trousers and shirts and girls' snowsuits.

The transportation index decreased 0.7 per cent to 133.1 from 134.1 mainly because of a reduction in the prices for new cars that reflected adjustments for quality changes in 1973 models. There was a seasonal decrease in the train fares index and motor oil quotations rose to 0.4 per cent. Between November 1971 and November 1972 the transportation index rose 1.6 per cent.

The health and personal care index rose 0.3 per cent to 151.6 from 151.2 as a 1.2 per cent increase in personal care service prices outweighed declines for pharmaceuticals and personal care supplies. Increases in women's hairdressing charges and men's haircut prices were responsible for the increase in the personal care services index; in the last 12 months this index has advanced 9.8 per cent. Among pharmaceuticals scattered decreases for vitamins and prescriptions outweighed higher prices for other items including headache tablets and antiseptics, and a number of personal care supplies, particularly toilet soap and toothpaste. The health and personal care index was 5.4 per cent higher than in November 1971.

The recreation and reading index advanced 0.7 per cent to 141.3 from 140.3, chiefly because of widespread increases in motion picture admission prices. Prices were higher also for hockey sticks and skates, but for camera film (including processing) they were lower. Between November 1971 and November 1972, the recreation and reading index increased 3.3 per cent.

The tobacco and alcohol index rose 0.1 per cent to 133.0 from 132.9 because of some higher liquor prices in Winnipeg and Vancouver and price increases for cigarette tobacco in several other cities. The index was 2.5 per cent above its level of a year ago.

Consumer price index items, classified by commodities and services, give another view of the incidence of the change in prices. The services index advanced 0.6 per cent between October and November because of higher

charges for shelter servic
theatre admission, women's h
dressing and men's haircuts.
total commodities index was
changed as lower prices for
rables and for food, offset hig
prices for non-durables other th

. The durables component eased 0.5 per cent as the de- in the new automobiles in- outweighed varied increases urniture, carpets and house- utensils and equipment. s for non-durable commodi- other than food rose 0.2 per as increased quotations for ing, tobacco, alcohol, clean- supplies, fuel oil and sports pment outweighed reduc- for pharmaceuticals and toi- s. Between November 1971 November 1972, the total modities index advanced 5.0 ent and the services compo- increased 5.4 per cent.

CONSUMER, EMBER 1972

consumer price index =100) rose in all regional and city-combinations be- n October and November. ases ranged from 0.1 per cent int John to 0.6 per cent in St. s, Québec City, Thunder Bay Winnipeg. Food indexes ad- ed in all cities as higher prices ork products, poultry and vegetables outweighed r prices for most beef cuts, and fresh fruit. Housing com- nts rose in 11 cities reflecting r prices for home-furnishings many household supply s. Clothing indexes advanced 0 cities because of higher s for footwear, men's suits overcoats and women's coats.

Transportation indexes declined in 10 cities chiefly because of a reduction in the price index for new cars that reflected adjustments for quality changes in the 1973 models. The components for health and personal care rose in 9 cities in response to higher charges for ladies' hairdressing and increased prices for toiletries. Advances in the recreation and reading indexes in 10 cities were due to higher cinema admission rates and increased prices for skates and hockey sticks. The tobacco and alcohol indexes rose in 8 cities and were unchanged in four.

Regional consumer price index point changes between October and November were: On the base 1961=100: St. John's +.8 to 132.2; Winnipeg +.8 to 135.9; Montreal +.7 to 133.0; Edmonton-Calgary +.7 to 135.3; Halifax +.6 to 133.0; Ottawa +.6 to 138.2; Toronto +.4 to 136.6; Saskatoon-Regina +.4 to 130.2; Vancouver +.3 to 133.5; Saint John +.1 to 132.8. On the base 1969=100: Québec City +.6 to 107.7; Thunder Bay +.6 to 109.1

City indexes are not as comprehensive in price content as the Canada consumer price index and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only; changes in both rents and home-ownership costs are included in the Canada index. Because home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Statistics Canada may ultimately incorporate home-ownership prices in city indexes.

WHOLESALE, NOVEMBER 1972

The general wholesale index (1935-39=100) advanced 1.2 per cent in November to 322.4 from the revised October index of 318.7. It was 9.8 per cent higher than the November 1971 index of 293.7. Six of the 8 major group indexes were higher and two declined.

The vegetable products group index rose 3.1 per cent in November to 267.0 from the revised October index of 258.9 on higher prices for certain primary and industrial materials. An increase of 1.5 per cent to 385.8 from 380.2 in the animal products group index, reflected price increases for livestock, fishery products and fresh meats. Higher prices for hardware and pig iron resulted in an increase of 1.3 per cent in the iron products group index to 331.6 from 327.4. The wood products group index rose 1.0 per cent to 460.7 from 456.1 on price increases for fir, cedar and hemlock. Moderate advances were recorded in the chemical products group index to 246.7 from 245.2 and the non-metallic mineral products group index to 235.0 from 234.6.

The non-ferrous metal products group index declined 0.8 per cent to 268.9 from 271.1 on price decreases for electrolytic lead and tin. A decrease of 0.7 per cent to 281.9 from 283.8 in the textile products group index reflected lower prices for raw cotton, and domestic and imported raw wool.

HISTORY AND STRUCTURE OF THE LABOUR MOVEMENT IN CANADA

PART 1: HISTORY

BY FRANCIS J. McKENDY

"Almost all the main insights into Canadian labour history ... are disheartening; some of them verge on the disastrous," according to Eugene Forsey, in a scholarly and characteristically humorous article in **"Relations Industrielles".** Senator Forsey, who did a great deal of thorough research in labour history during his tenure as director of research with the Canadian Labour Congress, and who has published a number of studies in the field, deplores the lack of work done in the field of Canadian labour history, although he mentions a few notable exceptions. In

regretting the lack of prima sources of material, he said: **"Ea of the general historians has te ded to take in his predecesso washing, often without notici that it was a tattle-tale grey."**

He also cites a number of cont dictions in dates and details different authors, attributing the to the lack of adequate source m terial; and he mentions that, fro about 1860 onward, studies American labour history conta very little about Canada—and th what is said is not always reliable

Canadian labour history is a co plex subject, and I can do lit more in the space of this artic

touch briefly on some of the
ts that have led to the shap-
of the labour movement as it
s in our own time.

n we refer to "Canada's la-
movement," we are speaking
proximately 2.2 million work-
skilled, semi-skilled, blue-col-
white-collar, and profes-
sional—employed in a wide spectrum of activities in both the private and public sectors of the economy.

Members of labour unions make up more than one quarter of the country's total labour force and one third of the non-agricultural paid workers.

A century or so ago, Canada's economy was largely agricultural, with few large concentrations of population and industry. A few labour unions existed in the early 1800s. There are, for example, records of a few craft unions that existed in the Maritime Provinces before the end of the war of 1812. There is evidence, too, of the exis-

tence of a printers' union in Quebec City as early as 1827, and a few shoemakers' unions in Montreal in the 1830s. Printers were organized in Toronto also at about this time according to one labour historian, and in Hamilton in 1833. Little by way of broadening the base of organization among workers beyond individual local units was evident until the latter half of the last century, however.

According to Forsey, the first "outside" unions in Canada were of British origin. The Amalgamated Society of Engineers established its first local in Canada in 1851; and the Amalgamated Society of Carpenters and Joiners became, in 1860, the first permanent union in the building trades.

The development and growth of unions in Canada, however, have been most heavily influenced by events and developments in the United States, and in the decade preceding Confederation, unions that had been operating south of the border began to form locals in Upper Canada. This was the beginning of "international unionism" as we know it in Canada today.

There have been many attempts over the years to "nationalize" the labour movement in Canada, in spite of the fact that Canadian locals of international unions have, generally speaking, a large degree of autonomy. This inclination is still very much alive among some labour unionists today, and there are pressures being exerted in some quarters to sever international connections and to work toward an all-Canadian union movement.

It is interesting to note that, in this connection, the Canadian Labour Congress, the larger of the two central labour bodies in Canada, adopted certain criteria at its 1974 convention calling for minimum standards of self-government by its international affiliates operating in Canada.

The question of international unionism—its advantages and disadvantages—is a timely topic; but it is only one of the many interesting tangents that would take this article beyond its scope. For

e interested in greater detail, I d refer them to John Crispo's **national Unionism,** published cGraw-Hill in 1967.

ng the past 10 to 15 years, the portion of union members in da belonging to international ns, although constituting a tantial majority, has shown a istent downward trend: from er cent of total union membership in 1958 to 71 per cent in 67 per cent in 1968, and 62 cent in 1971. **This downward in proportion is attributable to a decline in the membership of international unions in da, but rather to the rapid th in the membership of national unions;** and this has been ed, in large measure, by the nsion of collective bargaining new sectors—particularly the ic Service at both provincial federal levels.

ite this trend, it must be recized that, with certain notable ptions—including that portion e labour movement represed by the Confederation of onal Trade Unions and a few national unions affiliated the CLC—**the international acter of the labour movement anada is its most unique fea-**

indicated earlier, the beginof the union movement beprior to Confederation with formation of scattered Canalocals of unions that were alactive in the U.S. The first att after Confederation to form tional federation of unions n 1873, when 30 locals in Onunited to form the Canadian ur Union. Conventions were held by this organization for several years, but it failed to prosper.

Meanwhile, the Knights of Labour, formed in the U.S. in 1869, organized a Canadian Assembly in 1881; the Knights attempted to organize workers regardless of skill or occupation, and by the end of the 1880s they claimed a membership of 16,000.

At the second convention of the Knights of Labour Assemblies in 1886, the Dominion Trades and Labour Congress was established, and in 1893 this became the Trades and Labour Congress of Canada, which retained its identity until 1956, when the Trades and Labour Congress of Canada and the Canadian Congress of Labour merged to become the Canadian Labour Congress.

Just after the turn of the century the international unions in the Trades and Labour Congress that held affiliation with the American Federation of Labor in the U.S., gained control of the Congress, and measures were taken, by amending the constitution, to eliminate "dual unionism" (more than one union in a given trade or industry). Accordingly, the District Trade Assemblies of the Knights of Labour and a number of purely Canadian unions were expelled in 1902. These expelled unions, together with others, then formed a new federation—the National Trades and Labour Congress, which became, in 1908, the Canadian Federation of Labour.

Another schism in the Canadian labour movement, centred in the West, culminated in the formation of an organization called the One Big Union in 1919. This union sought to organize workers by industry rather than by trade, and it gained prominence after the Winnipeg General Strike in 1919.

The One Big Union proclaimed a doctrine of revolutionary unionism similar in some respects to that of the Industrial Workers of the World, one of several unions organized as left-wing revolutionary movements in the U.S. just after the turn of the century in opposition to the conservative policies of the craft unions and the American Federation of Labor. The I.W.W. exerted an influence on the union movement in Western Canada in the early 1900s. The One Big Union claimed a membership of about 41,000 at the time of the Winnipeg General Strike, but owing to internal conflicts, and opposition from federal and provincial governments and the Trades and Labour Congress, it soon began to decline. More detailed information about the One Big Union is contained in the report of the Royal Commission to Inquire into and Report upon the Causes and Effects of the Winnipeg General Strike, by H. A. Robson, Commissioner.

About the time these events were taking place, attempts were being made in the province of Québec to federate the unions that had, for a number of years, been organizing in accordance with the social philosophy of the Roman Catholic Church.

The origin of this development can be traced to a lockout in Québec City in 1900 that involved a number of shoe manufacturers and three local unions. The then Archbishop of Québec was appointed to arbitrate the dispute, and he recommended that the unions revise their constitutions in accordance with the social principles set forth in Leo XIII's Encyclical of 1891, Rerum Novarum. The suggestions of the Archbishop called for, among other things, the appointment of chaplains to guide the deliberations of unions.

The first such union was formed in 1912 among pulp and paper workers, and other units soon began to form among various occupational and industrial groups. In 1918, in Quebec City, these unions—or "syndicats" as they were called—united under the name, National Central Trades Council. This event was followed in the same year by a conference for the entire province, and at a founding convention in Hull in 1921, a permanent organization, the Canadian and Catholic Confederation of Labour was formed. We shall see later how this organization evolved into the Confederation of National Trade Unions.

Another attempt to Canadianiz the labour movement took plac in 1927, when dissident elemen of the Canadian Federation of L bour, the Canadian Brotherhoo of Railway Employees, and wha remained of the One Big Unio united to form the All-Canadia Congress of Labour.

The great depression of the 193 brought its difficulties to the l bour movement, however, an both the All-Canadian Congre and the Trades and Labour Co

experienced declining membership. At the same time, certain ents in both Congresses were essing dissatisfaction with leadership.

Communist Party in Canada ed a new revolutionary federation, the Workers Unity League, during this period. It ned active for a few years g the early '30s and had some ess in organizing various s of longshoremen, loggers, men and hard rock miners in h Columbia, and mining, ing, automobile and textile ers, and Great Lakes seamen, ntario and Québec.

League's success was short-, however, and the organization was disbanded in 1934. Some members and officials even- became active in the Trades Labour Congress and the All-dian Congress of Labour.

935, the U.S. passed the ner Act, whereby labour was ly permitted to join unions to bargain with employers. afterward, agitation for similar legislation began to mount in da.

he same year, a number of ns in the American Federation abor in the U.S. formed the mittee for Industrial Organization. These events sparked organizational activity in previously ganized areas in Canada, and newly formed Committee of American Federation of Labor ided assistance. In 1936, how- certain unions belonging to Committee were suspended the American Federation of Labor for "dual unionism," and their expulsion the following year gave rise to a new federation in the United States—the Congress of Industrial Organizations. In Canada, under pressure exerted by unions affiliated with the American Federation of Labor, the Trades and Labour Congress expelled the Canadian branches of CIO unions in 1939.

Although defections had weakened the All-Canadian Congress of Labour, in the 1930s, the organization had begun to raise the hopes of labour for new policies for industrial unionism, political action, and government intervention in economic affairs. The Canadian branches of the CIO unions joined the ACCL at its 1940 convention, the constitution was changed, and a new body—the Canadian Congress of Labour—came into being.

During the late 1940s after World War II, the Trades and Labour Congress of Canada and the Canadian Congress of Labour became involved in controversy over the issue of Communist influence among their affiliates. Both Congresses had experienced rapid membership gains, and certain Communists had secured key positions in a number of affiliates.

In the Canadian Congress of Labour, there was conflict between its executive and the left-wing leaders of several of its large affiliated unions. Resolutions put forward by these leaders were usually defeated in convention, however.

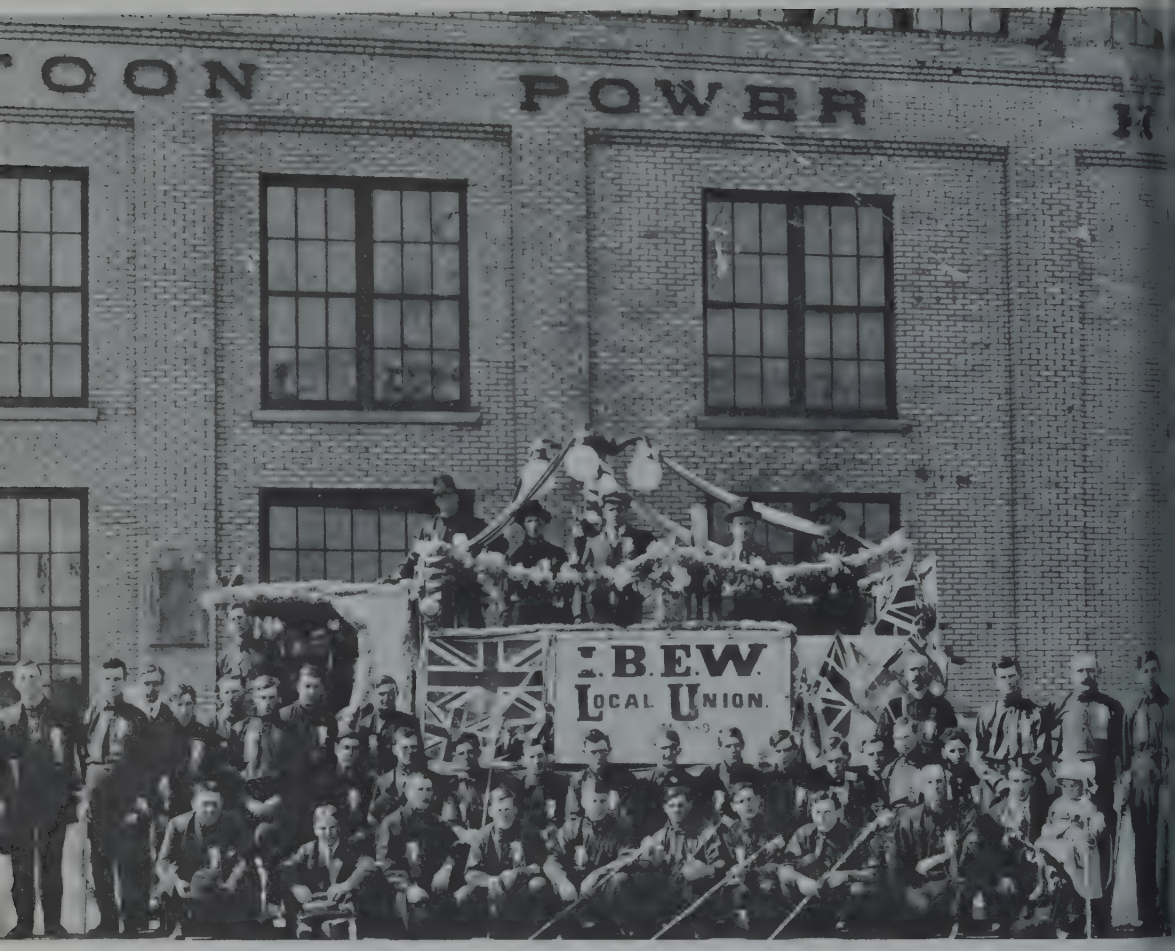
In the Trades and Labour Congress, there was a more conciliatory policy toward the left-wing elements during and after the war, and Communists held key positions of leadership in some TLC affiliates and in the Congress itself. The TLC, however, disagreed with the views of its U.S. counterpart, the American Federation of Labor, and regarded the issue as one of Canadian autonomy rather than ideology.

The first open break came in 1949, when the CCL took action to expel two major Canadian affiliates. These same unions in the U.S. were, along with some others, subsequently expelled from the CIO.

Meanwhile the TLC, after a good deal of infighting in its own ranks and with its U.S. counterpart, the American Federation of Labor, took similar action and co-operated with the international executives of several unions in ridding the organization of left-wing leadership.

In 1955, the AFL and the CIO merged to form one federation, and in April 1956, the Canadian counterparts, the Trades and Labour Congress of Canada and the Canadian Congress of Labour, at a joint convention in Toronto, merged under the name Canadian Labour Congress.

Meanwhile, in Québec, the Canadian and Catholic Confederation of Labour was undergoing significant changes in policy and viewpoint, and, in the late 1950s, it appeared that a merger with the Canadian Labour Congress might take place. This, however, did not materialize, mainly because of differences in opinion as to how the Confederation would fit structurally and autonomously into the CLC, and how it would maintain its own internal structures within



such a merger. Instead, at its 1960 convention, the Canadian and Catholic Confederation of Labour changed its name to the Confédération des syndicats nationaux (Confederation of National Trade Unions) and adopted a new statement of principles that, although affirming adherence to Christian principles, did not refer specifically to the social doctrines of the Roman Catholic Church.

Today, these two central labour bodies, the Canadian Labour Congress and the Confederation of National Trade Unions are made up of unions that account for 85 per cent of the total membership in Canada, the remainder being composed of unaffiliated national and international unions and independent local organizations.

The schism that took plac recently in the Confederation o National Trade Unions can b traced back to the mid-1960s, wit the organization of white-colla workers in government and hosp tal services and the proposal b President Pepin to open a "secon front" going beyond collectiv bargaining activities and becon ing more oriented toward politic action. The more traditional el

s in the CNTU, representing
ers in the industrial sectors,
heir majority in the governing
s of the Confederation, and
were not too pleased by the
rientation given the organi-
ns by relative newcomers.

**rientation of the CNTU, ex-
ed by the "moral reports" of
resident at several conven-
in the 1960s, indicates that
Confederation was changing
ilosophy from the American
of business unionism to one
bling more of a European-
operation with more input
political and social affairs.**
so-called "moral report" is
atement of policy of the or-
ation contained in the ad-
es of the President to con-
ons.) Three of these reports,
ciety for Man,** presented in
The Second Front, delivered
68, and **A Liberty Camp,** put
rd in 1970, all indicate the
ominance of the thinking of
hore politically minded pro-
nals and white-collar work-
ithin the Confederation.

e early 1960s, the CNTU was
neral accord with the Qué-
Government of the time, ap-
ng and even participating in
decisions as the nation-
ion of hydro, the regional-
n of school boards, and new
r legislation. **When the so-
l "quiet revolution" began to
ts momentum, the CNTU be-
l that the Government was
g short of its expectations,**
the Confederation gradually
ed toward a more indepen-
attitude, opening what might
lled a "second front" to seek
mentation of the unsatisfied
ctions of the "quiet revolu-
n"

Among other reasons for conflict within the CNTU were: the large number of university educated persons on the permanent staff; leaders who were not close enough to blue-collar members; the money spent on consumer education, political education, and the Lapalme affair; and, in general, the attitude toward matters judged outside the ambit of collective bargaining.

Before dealing with the structure of the Canadian labour movement, I would like to mention that the Canada Department of Labour has maintained an unbroken series of statistics on union membership since 1911. A few examples will illustrate how union membership has grown since that time, and indicate something of its composition.

There were 133,000 union members in Canada in 1911. By the end of World War I, this figure had more than doubled to 368,000. There was some falling off in the 1920s and during the depression years, however, and it was not until the first year of World War II that the 1919 level was again reached. Membership increased rapidly during the war years, and by 1946 the total was 832,000. At mid-century it went over the 1,000,000 mark, and then crept up during the 1950s and the first half of the 1960s to 1,500,000.

Since then it has continued to climb; by January 1968 it had exceeded 2,000,000, and at last count, January 1971, it was 2.2 million. These figures do not include certain groups which, although they may not all call themselves unions, are more and more carrying on union functions through some form of collective bargaining. I refer mainly to professional organizations such as teachers and nurses.

If these were added—and it is reasonable in view of their collective bargaining activities that they should be—the total membership in Canada of collective bargaining organizations, whether called "unions" or not, would be about 2,500,000. There are, of course, among non-agricultural paid workers, some untapped, or relatively untapped, sources of new union membership. It is significant to note that, during the last convention of the Canadian Labour Congress, held in Ottawa in May 1972, the decision was taken to apply more resources and money toward organizing white-collar workers. The effectiveness of this effort may have a substantial effect on union membership over the next few years.

Part 2: Structure of the labour movement in Canada will appear in the April 1973 issue of The Labour Gazette.

(Francis J. McKendy is Chief of the Labour Organizations and Labour Disputes Division, Economics and Research Branch, Canada Department of Labour. The opinions expressed in this article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

EUROPEAN UNIONISM TODAY

North American trade unions, long accustomed to taking the initiative in collective bargaining, may now be trailing their European counterparts in a number of areas, according to Everett Kassalow, an economics professor at the University of Wisconsin. Speaking recently to an American audience, Kassalow outlined the major gains made by European unionisms.

French and Belgian unions, for instance, have managed to negotiate national, industry-wide collective agreements with the top employers' associations. One recent agreement in France obtained that all workers, whether laid off or still on the job, can receive training or rehabilitation allowances for a period of up to one year, these tending to equal their regular wages. Another agreement covering nearly all employees in the private sector established supplementary pension and unemployment benefit plans.

Belgian unions have gone a step farther to conclude an agreement allowing trade unionists to be released from time to time for several weeks of training at management's expense; the training to be in such areas as grievance procedures or safety committees. **Belgian unions also work closely with management in economic planning,** helping to decide whether new facilities should be built, old ones shut down, and so on.

In Denmark and Austria, the big labour organizations play an important part in decisions affecting employment, price stability and national wage policy. Their negotiations take into account taxes, food subsidies and prices, and they insist that government be a party to all important agreements. What's the point in negotiating a wage policy, they ask, if taxes or prices are going to go up in the year ahead?

The percentage of organized workers—both manual and non-manual—is much higher in most of Western Europe than in North America, and European trade unionism has gathered and built very deep institutional strength. Labour is not only management's partner on economic and soci councils, it is sometimes the ve backbone of government.

In Italy, the unions are almost substitute force for the parlia mentary parties. They have in creased their power so much i the past three years that the Go ernment in formulating importan social policy, has been dealin more with them than with polit cal parties.

Movement and change are als evident in the more routine co lective bargaining activities. **Re cent agreements in France hav placed manual workers on th same footing as office employee** Their hourly wages are giving wa to monthly salaries; their sic leave, holiday and pension pro sions no longer differ significant from those of white-collar wor ers. The European union membe can now look forward to a short work week, longer vacations an flexible work schedules.

Job security, a subject dear to a unionists, has also been a princi pal issue with European labour or ganizations. In Germany, the gian metal and chemical union recently signed contracts stipulat ing that no worker aged 50 o more, with at least 10 years se vice, may be laid off as a result o technological change; and tha employees aged 40 or more wit 10 to 15 years seniority must re ceive several months severanc notice and severance pay amoun ing to almost one year's gross sa ary. In France, a collective agre ment for the huge Lorraine ste industry provides that in the eve of layoffs, all the steel compani in the area must help find the a fected workers new jobs in th steel industry or, should this b impossible, in other local firms.

ight of senior workers to sub-
al blocs of paid leave, at least
in their work lives, is another
that is likely to loom large in
ears ahead. Swedish unions,
xample, have proposed that
ir employees be given a year's
study leave to upgrade their
fications. This might be
ed against their retirement
on rights, but made up by an
ional year's work after the
retirement age. It is worth
g in this regard that under
ritish Industrial Training Act,
n's unions work closely with
agement to estimate future
s for skilled manpower and to
prescribe training require-
s for different occupations.
sides jointly determine what
should be levied on busi-
es in a particular industry to
ce the necessary vocational
ing.

pean unions appear to be
d of their North American
terparts in another challeng-
area: worker participation in
management of industry. In
German coal and steel indus-
it is usual for union members
ake up half the board of di-
rs of a large company. In
r German industries, unionists
e up to one-third of the board
irectors of a large firm. This
of participation may soon
ad to Sweden, Norway and
Netherlands.

A number of Norwegian plants are establishing worker participation at the job level by turning the management of some departments over to the workers concerned. The latter set their own standards and their own pace, train one another in all functions of the department, rotate jobs to avoid boredom, and establish relations with other sections of the plant. These workers are usually paid on a bonus system in the form of group incentives. The job of foreman is virtually abolished.

Similar work experiments are being tried in Sweden where several large automobile plants are breaking up the boring, continuous-process assembly line into a series of smaller loops within which job rotation is practiced and the men work as a team.

Kassalow believes this kind of worker participation may have far greater impact on labour-management relations than participation at the very highest levels; but to achieve full industrial democracy, workers must be represented at all levels. This will not eliminate the need for bargaining over how a company's profits will be shared, but it will help to establish a more co-operative atmosphere in union-management bargaining.

G.S.

MANPOWER, JOB ENRICHMENT, THE WORK ETHIC AND WELFARE REFORM

BY JIM MacSWEEN

Manpower policy in Canada can only be a supplement to—not a replacement for—other anti-inflationary policies. At present, manpower policies in Canada are not accurate enough to determine the lowest rate of unemployment without creating an intolerable level of inflation, according to Dr. William Dymond, a professor of public administration at the University of Ottawa. Dymond, formerly of the Department of Manpower and Immigration, was speaking to one of the 13 sessions of the Industrial Relations Research Association's winter conference, held in Toronto December 28 to 30. The conference concerned itself with aspects of the economics, industrial relations problems, and working conditions of people in both Canada and the United States. Three of the most notable sessions centered on the topics, "Adapting Jobs to Human Needs," "Manpower Policies in Canada and the United States in the 1970s," and "The Work Ethic and Welfare Reform."

Dymond evaluated the Canadia manpower policy, queryin whether its implementation "is va lid in the light of the economi conditions under which it ope ates."

He outlined the policy goal, quo ing from a statement made b Prime Minister Pearson in 196 upon the establishment of the De partment: "The sustained growt of a highly productive econom depends on more highly traine manpower able to adjust its wo to changing conditions, and t take new opportunities for mo

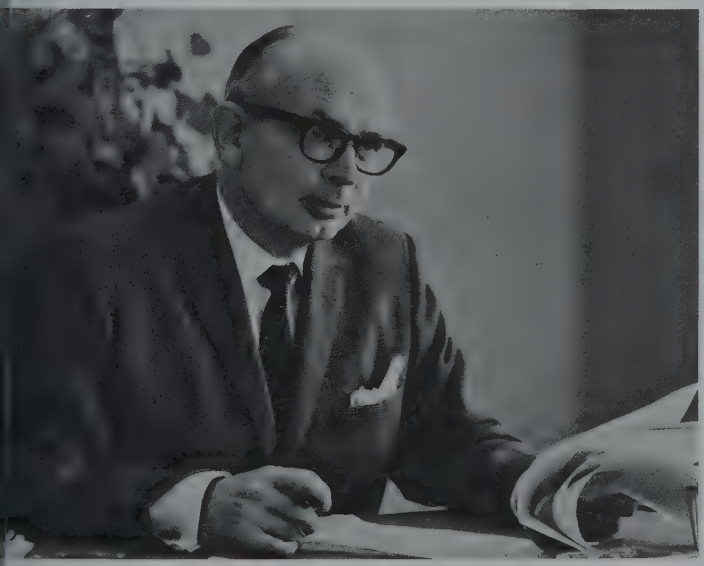
ctive and rewarding em-
ent. This is of vital impor-
to full employment and na-
growth."

**policy had an economic than a social focus, Dy-
said, because its long-term
was increased productivity in
bour force,** and its short-
goal was to contribute to
es of economic stabilization.
ent on to say that depart-
policies are designed to
rate what he termed "struc-
maladjustments" in the Ca-
labour market.

tural maladjustments," he
ned, "only occur during pe-
of expansion, when the char-
stics of the labour supply in
pational and geographic
do not match job vacancies.
eads to lost production, in-
ng labour market pressures
from bottlenecks, and other familiar signs of labour market strain."

Dymond believes that, "in terms of its objectives of economic growth and stability, the policy has been coping with problems that do not exist on anything like the scale of the resources that have been devoted to its implementation." He pointed specifically to the program for moving workers into areas of labour shortage from areas of large-scale unemployment, noting that fewer than 2 per cent of unemployed workers in 1971-72 were affected by the program, and only 1 per cent of all workers who moved voluntarily within Canada came under its provisions.

He also commented on Manpower adult training programs, which account for almost 80 per cent of the Department's expenditures. **Graduates of retraining programs at least doubled their chances of finding jobs.** This would seem to indicate the success of the program, Dymond said, but he added that, "During times of high unemployment, the majority of training graduates probably simply substituted for other adequately qualified workers on the labour market **because employers frequently use, as a recruiting screen, recent graduation from a training program as a proxy for motivation and initiative."**



Villiam R. Dymond

Commenting on the services offered by the Canada Manpower Centres, Dymond said that their strength lay in serving the needs of workers on an individual basis. The best option of training, mobility, or job referral can be applied for each applicant by such offices. He indicated, however, that the Centres were of limited value for the sophisticated occupations where job shortages most frequently occur. This cut down the role they played in cooling labour market pressures.

Referring briefly to immigration policy, Dymond waived its use as a regulator of labour demand, calling it "an imperfect instrument that tends to over- or under-respond." Enumerating some of the problems of manpower policy in Canada, he emphasized that Canadian manpower has been "influenced by a number of political and institutional pressures that have produced constraints on the degree to which it can strictly concentrate on economic growth and stabilization objectives."

He spoke also about the need for greater co-ordination, especially between government departments, in making the manpower

policy work. As an example, he pointed to the adult training program in depressed areas, asserting that there is no point in having trained workers in such areas unless there is an industrial policy that will provide employment for them.

Dymond expressed his belief that manpower policy in Canada is not predictable to the point of determining "how far and how rapidly employment can be increased and unemployment can be reduced before an intolerable inflationary threshold is reached." Because of this, Dymond concluded, **there is not enough certainty to make the judgment that manpower policy in Canada can be an alternative, as distinct from a supplement, to other anti-inflationary policies.**

Speaking to the same session, John R. Shea of Ohio State University dealt with Manpower Policies and Unemployment Among Youth in the United States. Shea described unemployment among women and youth as being frequent, of short duration, and largely associated with job changing and entry, or re-entry, into the labour force.

Whereas some experts have advocated better counselling, improved matching of jobs, and other ways to quicken the search process, Shea questions the wisdom of such policies—their economic, social, and psychological consequences. He asks: Will any beneficial consequences be worth the price? And what about possible secondary effects? Will such policies close mobility options for other workers? Will such policies interfere with flexible employment patterns that are congruent with the desires of some other workers?

The conclusion Shea arrives at is that, "Contrary to what many people believe, **the immediate economic consequences of unemployment among young people** over the period 1967 to 1969 do not appear to have been terribly serious."

Statistics compiled showed that job mobility among young out-of-school women did bring higher-than average unemployment to job changers, but job changers did not suffer badly because the year-to-year increase in rates of pay was about the same for both groups. Among young men, Shea found that shifts from one employer to another usually brought a salary increase that counterbalanced the effect of any time spent unemployed.

Shea differs from other manpower experts in that he does not advocate a sharp increase in manpower and employment services. He thinks that the additional costs of counselling services and other programs would not merit their effect, as counselling toward more "realistic" immediate wage and occupational expectations have been shown to make little or no difference to length of employment.

Nor does Shea lean toward emphasizing "maximum employment" in place of setting a target rate of unemployment. **Rather, he proposes that present services be expanded within their current structure to place greater emphasis on job tenure possibilities and career progression.** This, he believes, would slow the trend toward job mobility without undue wastage of public funds.

The kind of job enrichment that workers, young and old, are seeking is the kind that unions have been fighting for: better wages; shorter hours; vested pensions; a right to have a say in working conditions; and the right to be promoted on the basis of seniority.

This was the view of William W. Winpisinger, General Vice-President of the International Association of Machinists and Aerospace Workers, in his address to the IRRA convention.

Speaking on the topic "Adapting Jobs to Human Needs," Winpisinger dealt with the theories of academics, and governmen spokesmen that younger workers being brighter and better educated than their fathers, would refuse to accept working conditions that past generations took for granted. He criticized the idea that these "blue-collar blues" could be cured by "a shot of psychic penicillin known as 'job enrichment.'"

Winpisinger remarked that **there is a rising tide of dissatisfaction among workers,** evidenced by higher absenteeism, more turnover, more strikes over working conditions, rising numbers of contract negotiations, and growing numbers of defeats suffered by long-time union officials in elections. In a 1971 Gallup poll, he pointed out, 19 per cent of all workers said they were dissatisfied with their jobs.

At no time, Winpisinger argued, would any poll have found 10 per cent happiness and job satis

n in the labour force. "The
o bitch about the job, or the
or the system, or even the
, is one of the inalienable
s of a free workforce.
**ner workers today are gener-
appier than those in the so-
'good old days' is not pro-
one way or the other."**

ing that job enrichment is
nswer to worker dissatisfac-
Winpisinger said he did not
e efforts by management or
rial psychologists to make
bly line jobs less monoto-
and more fulfilling. But, he
, job dissatisfaction in the
lace is best cured by the so-
s that trade unions have
oursuing for years.

**reason for the decline in
r satisfaction in the late
and early 1970s, he said, was
alling purchasing power of
ollar owing to inflation and
ion.** The income of the
r, though increasing, did not
pace with rising prices and,
esult, was worth less. The gap
een what a worker requires
e his family a decent stan-
of living and what he earns is
attributable to the U.S. Gov-
ent's policies leading to
r unemployment, its estab-
ent of one-sided controls on
s, and its willingness to allow
national corporations to ex-
thousands of American jobs
ng Kong and Taiwan.

isinger rejected the explana-
given by academics that the
workforce is one that "has never known a depression and has no interest in security, has grown up in a time of crass materialism and rejects the work ethic, has been infected by the rebellion of youth, and has no respect for authority."

Referring to the widely publicized difficulties of the General Motors assembly plant in Lordstown, Ohio, he declared that the complaints expressed there were not exclusively caused by this new kind of workforce. At the same time as the Lordstown troubles, Winpisinger indicated, older workers with the same complaint were striking at Norton, Ohio, over the same issues—obvious speed-up, safety violations, and imposed working conditions.

"Many people," he said, "including President Nixon, are viewing the decline of the work ethic in the United States with alarm. On the basis of my experience, which includes many day-to-day contacts with rank-and-file members of the Machinists' Union, **I can assure you that the work ethic is alive and well and living in a lot of good workplaces."**

What is needed for job enrichment to cure the "blue-collar blues" is for workers to be paid a wage commensurate with their skill, he contended. Condemning the attitude that makes it "noble to possess a college degree and shameful to learn skills that involve a little bit of grease under the finger nails," Winpisinger deplored the waste in having college-educated people driving taxicabs while skilled craftsmen are in short supply.

For a worker's job to be fulfilling he must work under conditions that allow him to take pride in his job, and he must be paid in relation to the skills of his work. This, said Winpisinger, is the job enrichment that unions have fought for, believe in, and will continue to fight for.

One of the most interesting sessions during the IRRA meetings dealt with the topic of "The Work Ethic and Welfare Reform." Three of the speakers were Bert Seidman, Director of Social Security for the AFL-CIO, Jerome M. Rossow, currently with the Public Affairs Department of the Exxon Corporation, and Dr. Albert Rose, Dean of the Faculty of Social Work at the University of Toronto.

Seidman's presentation dealt mainly with the situation of children in a one-parent family. He commented that there had been a seeming lack of concern by U.S. Government officials and said that, "If welfare reform were to focus first and foremost on the needs of the children, it would not begin with the problem of finding work for the parent or parents in welfare families."

To the problem of finding work for the employables that are on welfare, Seidman referred to the ineffectuality of WIN (Work Incentive Program) and other mandatory work programs in the U.S. He did urge, however, that a full-employment policy be pursued in order to get all able workers into the workforce.

This full-employment policy should be tempered, he said, with allowances for poorer families to retain some cost-reduction benefits such as the health care, food, and housing benefits that are extended to families on welfare. **By aiming for full employment, only those in need will be left to receive welfare,** he claimed.

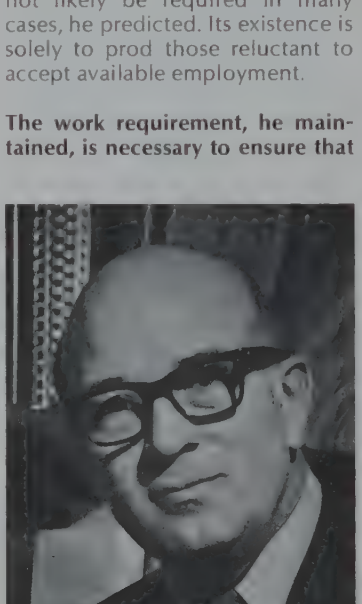
But despite the drive for full employment, Seidman said, "there is no defensible morality or ethic that does not force the mother in a two-parent family to work but does tell the mother who is the only parent of her children that she must work or both she and her children will starve. It is all the more indefensible in that, both because she is poor and because she is alone, the mother, where there is no father, has the heavier parental and household responsibilities."

In conclusion, Seidman said that many welfare mothers want to work for the good of their families because welfare payments are so low. Any genuine welfare reform must, he said, emphasize primarily the welfare of the children, and should rely on non-welfare programs to develop and assure suitable jobs at decent wages, supplemented by improved social insurance, health security, and other programs to eliminate poverty.

Jerome M. Rossow made the assertion in his introduction that **a work requirement is both desirable and necessary for welfare recipients.** "This is a matter of simple equity for millions of taxpayers who do work," he said—adding that "basic reforms necessary to restore sanity to the public assistance system are just not allowable without a meaningful work requirement."

He noted that there is no evidence to show that a disproportionate number of the poor differ from other citizens in their attitude toward work. Compulsion, in the form of a work requirement, will not likely be required in many cases, he predicted. Its existence is solely to prod those reluctant to accept available employment.

The work requirement, he maintained, is necessary to ensure that only the needy receive welf payments. He argued that broad structural reforms rep sented by the Family Assista Act in the U.S. would be unacc table to the general public wi out "assurance that others will expected to work when they c just as most Americans do most of the days of their lives."



Dr. Albert Rose

Dr. Albert Rose left no do about his feeling on the theory the "work ethic." Its usefulness pired, he said, with the initiation the war on poverty in the e 1960s and the increasing focus the possibility of a guaranteed nual income by 1965. After trac the origins of the work ethic, t outlining the development structure of Canada's welfare tem, Rose spoke on the con between new programs and work ethic principle.

"During the past three years a disquiet has emerged, and the a considerable amount of s searching within the land tha closely related to the concep the work ethic," he said. "The ical rate of unemployment in C ada that, on a seasonally adju basis, had averaged between and 4 per cent during the y 1965-68 passed the 5 per mark; and during the years 19 72, it has typically shown betw 6 per cent and 7 per cent."

Circumstances have led to coincidental phenomena of l unemployment and high level inflation in wholesale and r price levels, Rose said, and this

brought the Canadian Government to its knees. **The result was a "welfare race"** that Rose describes as being "not one in which the governments of the provinces participated willingly, but **a strange contest between several ministries of the federal Government in an attempt to outdo each other on behalf of certain hard-pressed groups in Canadian society."**

The resulting legislation in 1970-71 was the new Unemployment Insurance Act, granting the most generous benefits ever recorded in Canada, and probably within the Western world. Under its terms, said Rose, an individual need work only eight weeks in insured employment to draw benefits for 20 weeks, and in areas of serious unemployment, for almost an entire year at a maximum rate of $70 per week for a married person with dependants.

The generosity of these benefits has brought about a sharp conflict with the work ethic, Rose says, because there is a question as to whether people in certain circumstances may not be better off not working. "As long as the social insurance program was self-supporting through the contributions of employees and employers the argument was relatively weak," Rose observed. "But, in the course of 1972, **it has become apparent that the unemployment insurance fund in Canada is $900 million short of its required payout."**

Under the minimum wage laws of the provinces, he continued, families with substantial numbers of dependent children would earn less than is available from welfare allowances. "It is not too difficult to understand why many persons who prefer to remain employed and who are earning in the neighbourhood of $75-$90 a week in low-paid employment are deeply resentful of welfare allowances that equal or exceed their earnings, and carry with them additional benefits in the form of medical, dental and pharmaceutical services." **The fact that most recipients of welfare assistance are those who need it is a fact unfortunately overlooked in the argument,** he said.

Rose then turned to Canadian points of view on the work ethic, welfare reform, and the interaction of the two concepts. He saw a polarization of viewpoints between those who are for selectivity in welfare programs and those who are for universality.

"Despite the fact that there is no one clear Canadian point of view," he said, "there can be no question but that the basic concept of income from employment by comparison with income from various programs within the social welfare system—whether these come through a universal transfer system, through a social insurance program, or a public assistance program—is an extremely important consideration in Canada at this time."

He added that the "ridiculous situation" where unemployed persons could collect more pay than some full-time workers are receiving must be put in the right light: **the individual welfare recipient or small family receiving assistance does not receive as much income as a fully employed individual at even the minimum wage in most provinces.**

Rose foresees the issue of a guaranteed annual income coming up within the next few years. Citing Opportunities for Youth and the Local Initiatives Program as forms of the coming guaranteed income, he observed that such grants "arouse within persons an expectation that such funds will be permanently forthcoming. When, as has happened on many occasions, the project funds run out and are not renewed, the disappointed members are understandably bitter. They felt that they had the key to both the abolition of the work ethic and to the notion of welfare reform."

Canada is unclear, Rose said in conclusion, about the direction of the reform of the welfare system, confused by Government vacillation between approval and disapproval of guaranteed income, and even more confused by the institution of two programs that resemble guaranteed income concepts. But the country is moving into a fundamental re-appraisal of both economic management and welfare reform.

LABOUR LEGISLATION IN 1972

PART 2: WORKMEN'S COMPENSATION

BY W.H. LANGFORD

All provincial workmen's compensation legislation was amended in 1972, thus increasing benefits in most provinces. Newfoundland made special provision for payment of compensation in respect of certain St. Lawrence fluorspar miners. Saskatchewan established the office of Workmen's Advocate, and Manitoba established Medical and Neurosis Review Panels and expanded provisions for accidents occurring outside the province.

EARNINGS CEILING

The ceiling on maximum annual earnings on which compensation payments are based was increased from $6,600 to $7,600 in Alberta, and in British Columbia from $7,600 to $8,600, effective January 1, 1973. In Saskatchewan, the ceiling was raised from $6,600 to $8,400, and the average weekly earnings upon which the amount of compensation is based was raised from $126.92 4/13 to $161.53 11/13, effective July 1,.1972.

WAITING PERIOD

In British Columbia, the previo three-day waiting period w eliminated. Compensation t temporary total disability now b comes payable on the day follo ing the injury. Seven other pro inces have a one-day waiti period, New Brunswick has thr and Nova Scotia four.

DISABILITY BENEFITS

Provisions governing compen tion for disability were amend in four provinces.

The new minimums are as follov

	Disability	
	Permanent total	Temporary total
·rt…	$225 a month	$50 a week or earnings, if less
·sh olumbia	$250 a month	$38.05 a week or earnings, if less
·tc a	$175 a month or earnings, if less	
a Sotia		$47 a week or earnings, if less

e ·ncrease in Nova Scotia is in e with its minimum wage rate ·ates and does not apply to mpinsation payable for injury ·ured prior to July 1, 1972, ich remains at $35 a week or nigs, if less. Temporary partial ability payments are for a corre-ondng amount in proportion to e amount of earning capacity.

British Columbia, the minimum are for permanent partial disa-ity was a proportion of the min-um for permanent total disabil-based on impaired earning acity. The calculation is now to based on the minimum for mporary total disability or earn-s, if less. A further amendment sures that a claimant with per-nent partial disability will re-ive compensation proportionate a claimant with permanent total ability.

In Manitoba, effective July 1, 1972, permanent total and permanent partial disability pensions for accidents that happened before January 1, 1969 are increased (in a manner similar to that applied in Saskatchewan last year) according to the accompanying table:

For accidents	Increase per cent
Prior to January 1, 1954	9
After December 31, 1953 and before January 1, 1959	7
After December 31, 1958 and before January 1, 1964	5
After December 31, 1963 and before January 1, 1969	3

The increases do not apply to partial disability pensions where the impairment does not exceed 10 per cent.

The provision for payment of a lump sum, instead of a weekly payment for impairment not exceeding 10 per cent of earning capacity was modified. A calculated equivalent will be paid at the workman's request, but the settlement is final only in respect to the condition of the workman attributable to the accident as that condition was known at the time payment was made.

A formula has been worked out to obtain the amount of compensation that the Board may pay under a new provision covering injured workmen who return to work at reduced weekly earnings because of their disability. The entitlement is the quotient obtained by finding the difference between the average weekly earnings after return to work and average weekly earnings at the time of the accident, and dividing by the average weekly earnings at the time of the accident, multiplied by the maximum weekly compensation to which a totally disabled person would be entitled.

Where there is a relationship between any injury for which compensation is being paid and a condition of the workman that existed or was discernible as an underlying condition before the accident, the Board will pay additional

compensation of not less than 50 per cent of the amount that would have been awarded if the whole of the disability had arisen from the accident. Such a condition includes a neurosis and a psychoneurosis.

In Alberta, the increase in temporary total disability allowances will apply to recalculation of existing allowances effective May 1, 1972. On and after May 1, 1972 the new minimum of $225 for permanent total disability applies to persons receiving compensation for permanent total or permanent partial disability assessed at more than 15 per cent.

DEPENDANTS' ALLOWANCES

The maximum funeral allowance in British Columbia was increased from $265 to $380 and the allowance for burial or cremation charges from $85 to $120. The lump-sum payment to a dependent widow or foster-mother in Canada is doubled to $500. **The increase in Manitoba is from $500 to $650.** The Manitoba amendment makes the existing maximum burial allowance of $300 and $50 on account of a burial plot applicable to cremation and the provision of an ash plot, urn or ash storage place.

In British Columbia and Québec again this year, increases in pensions and allowances followed changes in the Consumer Price Index. The basic monthly benefit for a widow under the British Columbia Act was increased to $155.85 effective March 30, 1972 (the previous amount was $124.48, which had progressed to $145.85 by increases according to the Consumer Price Index formula).

Increases in two other provinces, Manitoba and Saskatchewan, came into effect on July 1 and January 1, 1972. The widow's monthly pension in Saskatchewan was increased from $127.50 to $133.90. The allowance for each child under 16 was increased from $50 to $52.50 per month. The basic monthly allowance for an orphan child was increased from $65 to $68.25.

In Manitoba, a widow or invalid widower is now entitled to receive $150 a month instead of $120. Previously, the monthly payment to a widow or invalid widower, and a child or children under the age of 16 years, was $120, with an additional $45 for each child under 10 years and $50 for each child 10 years or over and under age 16.

In this case, the widow's allowance was increased to $150, and there is an additional $60 for each child under 16. Similarly, where the dependants are orphan children, the monthly payment now applies to each child under 16. The allowance was increased, at the same time, to $70 instead of $55 for children under 10 years and $60 for those over 10 and under 16.

The monthly allowance for the wholly dependent mother of a deceased workman was increased from $120 to $150. The maximum allowance for children over 16 while continuing their education was increased from $60 to $70 where the child is not an orphan, and from $70 to $80 for an orphan. The minimum floor for a widow's monthly allowance, regardless of how low her husband's preaccident earnings were, was increased from $120 to $150.

The minimum was similarly increased to $150 (plus the amount payable to the child) for a widow with one child, and for a wid with two or more children, p the amount payable to the two dest children. The additior amount payable to such dep dent children has now been tended to those over 16 cont uing their education.

REHABILITATION

The British Columbia Board now empowered to provide co selling and placement services dependants. In Manitoba, Board has been authorized to pose assessments to provide fund for defraying costs of vo tional training for injured wo men, and for other rehabilitati measures to aid in getting inju workmen back to work and to duce or remove their handicap.

COMPENSATION

Effective April 14, 1972, a Prir Edward Island amendment creased from $75 to $100 monthly sum to which a dep dent widow who remarries (t forfeiting her right to compen tion) is entitled. A cash comn tation settlement may be made one or more payments equall the same total amount.

In Manitoba, one of the con tions that had to be fulfilled in der that compensation would payable for hernia has been moved. The workman, at the ti of strain or other accident, d not have to report his conditi immediately to his employer, if he ceases work at the time, d he have to report within 72 ho of ceasing work.

COMMON-LAW WIFE

Previously, compensation w payable in British Columbia t common-law wife only where had been maintained by the wo

for seven years prior to his . This qualifying period of rt has now been reduced to ars where the workman and ouse have no children, and o years when there are chil-

ICAL AID

ritish Columbia amendment ties workmen who received cal aid under the Canada ping Act or other plan approved by the Board before April 72 to additional medical aid. Board may now provide pro- e eye glasses for a workman has suffered serious impair- of sight through work injury. ect to other directions from Board, accounts submitted than 90 days from the date of reatment, or from when the on furnishing the medical ser- becomes aware of the Board's ity (whichever first occurs), not be paid.

Manitoba, nursing necessary to and relieve a workman from effects of the injury at the time s inflicted, and thereafter dur- he disability, has been ex- ed to provide for nursing at- ant care. The Board may now ne the expense of replacing epairing artificial limbs or r prosthetic devices when e are accidentally damaged in course of employment, her the workman is disabled t.

Board may assume the ex- e of replacement or repair of lasses, dentures, hearing aids tificial eyes accidentally dam- d in the course of employment ng which personal injury is in- led, or, if there is no injury, re the accident is otherwise borated to the satisfaction of Board as the cause of damage ugh no fault of the workman.

A further new provision allows claims for the cost of replacement or repair of clothing damaged as the result of a compensable accident. The Nova Scotia Board is empowered to replace eyeglasses damaged in an accident, that were not originally provided by the Board.

Reports made or submitted to the Manitoba Board by physicians, hospitals, nurses, dentists, chiropodists, optometrists or osteopaths are for the use of the Board only; they are privileged and, unless proven to be malicious, are inadmissible as court evidence.

MEDICAL REVIEWS

In Manitoba, Medical and Neurosis Review Panels replace the Medical Boards of Reference. Medical matters relating to silicosis are excluded. The Board may refer medical matters arising from compensation claims to the panel concerned for its opinion. In claims in which the opinion of the medical officer of the Board differs from that of the workman's physician, the workman may request the Board in writing to refer the matter to a panel for its opinion.

The panel will invite the workman's physician to attend a meeting to discuss the matter and his opinion, and it may examine the workman and invite other physicians and persons to attend to discuss the matter and their opinions. The panel will give its written opinions to the Board and send copies to the workman and his physician. The panel's opinion is that of the majority of its members or the chairman. Panels determine their own rules of procedure; they are paid from the Accident Fund such remuneration as the Board approves, plus necessary travelling or out-of-pocket expenses.

If the Board requires, or is required, to refer a medical matter to a medical review panel, it notifies the Manitoba Medical Association, which, within 15 days, appoints a panel of three physicians specially skilled in the medical matter to consider and give its opinion. The Association designates one of the physicians as chairman of the panel.

If the Board requires, or is required, to refer a medical matter to a neurosis review panel, three physicians are appointed by the Board from those specially skilled in neurosis and psychoneurosis. They will be nominated for that purpose by the Manitoba Medical Association and will hold office for a term fixed by the Board and thereafter until their successors are appointed. The Board is to designate one of the physicians as chairman of the panel. The opinion of the neurosis review panel as to whether a claimant suffers from a neurosis or psychoneurosis, and to what extent, is final and binding on the Board and the claimant.

INDUSTRIAL DISEASES

In Newfoundland, an amendment to the Act was proclaimed, (with the effective date retroactive to September 1, 1969) providing for the payment of compensation to certain miners as recommended by the Royal Commission Respecting Radiation, Compensation and Safety at the Fluorspar Mines, St. Lawrence, Newfoundland, 1969. For decades before 1960, St. Lawrence miners worked in atmo-

sphere containing silica dust and radioactive particles, and many suffered disablement or death from silicosis, lung carcinoma and other pulmonary diseases.

A causal connection between the disease and the work could not be established, although statistics and observation indicate the probability. Now the disability and deaths are a recognized continuing disaster. Compensation costs may be paid from the Board's disaster fund or collected from employers as it deemes equitable. With certain restrictions, such disease, disability or death is considered in the same category as accidental injury at work.

The entitlement may be contained in regulations made by the Lieutenant Governor in Council to dispel all doubt as to intent. The main bases of entitlement are as follows:

If a workman suffers from a chronic obstructive pulmonary disease and is thereby disabled from earning full wages from the work in which he was employed, or if his death was caused by such disease and the workman worked underground in the mines at St. Lawrence at any time during the period January 1, 1951 to December 31, 1960; or

If a workman is listed in the Appendix to Chapter XVIII of the Report as being entitled to compensation under the Commission's recommendations, whether by majority decision or decision of a single member. The intent is to implement fully the recommendations in the Report, including any minority recommendations, subject only to the restriction that stipulates no entitlement: (1) to any workman or the dependant of a deceased workman for any period before September 1, 1969; or (2) to the personal representative, widow or next of kin of any deceased dependant of a workman to claim any compensation whatsoever for any period before or after September 1, 1969.

The British Columbia Board is empowered to entertain a claim based on industrial disease contracted more than a year from the date of the claim. Previously, this provision was limited to claims for disablement or death from exposure to ionizing radiation or compressed air.

The Act to provide compensation for workmen who contracted silicosis in New Brunswick prior to June 1, 1948 was amended effective April 1, 1972, increasing the pensions payable from $75 a month to $100 (the previous increase was from $60 to $75 on June 1, 1963).

COVERAGE

In Alberta, entitlement for persons in institutions was substantially improved. Previously, the Act simply provided for the diversion of benefits to dependants of recipients committed to jail or prison, and, at the discretion of the Board, to dependants of inmates of any institution.

Although it maintains this discretionary power of the Board, the amendment defines an institution as a "correctional institution" under The Corrections Act, and a hospital is designated as such by the Lieutenant Governor in Council under The Mental Health Act.

A person committed to an institution and working inside or outside in an industry to which the Act does not apply, or participating in a work training or similar progr either inside or outside the insti tion is, while so engaged, cons ered to be a workman emplo by the Government for the p poses of the Act.

Where such a person becomes titled to compensation owing an injury in an industry to wh the Act does not apply, comp sation is based on the usual w rate of persons with similar w experience outside an institut or the wage rate paid to him the work, whichever is the great

Injuries sustained in a work tr ing or similar program are c pensable at rates based on usual apprenticeship rate in trade which would be payabl an apprentice with similar work experience outside an institut Compensation in any case m not exceed the maximum amo fixed by the Act.

Coverage has been extended British Columbia by giving Board authority to bring wi the scope of the Act volun employment undertaken in public interest. Persons invol in such undertakings (such mountain rescue teams) may, s ject to the approval of the L tenant Governor in Council, deemed to be workmen emplo by the Province.

The Board may, where a per deemed to be a workman is regularly employed, and allow for all circumstances including income, fix average earnings at less than $25 per week, nor n than the maximum earnings ing provided under the Act ($7 at present).

More specific coverage is provided for a broader categor educational institutions.

ld may, at the request of the ister of Labour or the Minister ducation, deem any person or s of persons enrolled in an ap- ed vocational or training pro- ram to be considered employees he Province. Trainees are en- ld to medical aid for injuries re- ng in a period of temporary sability with no loss of earnings. ere training allowances paid by ada or the Province are sus- ded, the Board may pay com- sation equal to the allowance a period it considers advisable. brestation was added to the duled list of industrial under- kngs.

Manitoba, an independent con- ator may apply and be admit- subject to such terms and ditions and for such period as Board may deem adequate proper. In such a case, the in- endent contractor is consid- d to be a workman in the em- lyment of himself and an ployer of himself.

provincial employment cov- ge is extended to include ncies of the government, and rkmen employed by such ncies are classed as provincial ployees for the purposes of the . Where a government agency been admitted, prior to July 1972, the agency and its work- n are regarded as a separate ployer and employees. The utenant Governor in Council is thtrized also to declare a gov- rment agency and its employees be separate employer and em- yees. The operation of the siness of undertakers and fu- al directors was added to the eduled list of compensable ployment.

Nova Scotia, the fishing, sealing d dredging industries were nsferred from Part III of the Act t provided for individual liabil- to Part I, Collective Liability, m January 1, 1971. A further amendment will permit widows and dependent children who have been receiving compensation pursuant to Part III to be paid any increases in benefits from time to time as if compensation had been made under Part I.

The Board may review permanent total and permanent partial disability claims made prior to January 1, 1971 under Part III to determine the increases required in line with Part I. The increases will be retroactive to and include July 1, 1971.

Ontario has added the construction or installation of cable television lines and works by the operator or as a business and cable television service to the scheduled list of industrial undertakings.

The intention of bringing all industries except agriculture and domestic service within the scope of the Act in Québec was continued by adding yet another large group of undertakings including sports, tourism, engineering, law and medicine, and adding in the appropriate class, with industries of a similar nature or type, those industries not already mentioned in the schedule.

In Saskatchewan, as of July 1, 1972, if an employer is carrying himself on his payroll at a limited rate, he may be classed as a workman, and he and his dependants will be entitled to compensation. On application of the governing body, elected officers of urban municipalities and corporations may be brought within the scope of the Act, subject to revocation by the Board at any time.

REPORTING AND REVIEWS

An addition to the Saskatchewan Act provides for the appointment, as an officer of the Department of Labour, of a Workman's Advocate, who may assist workmen or their dependants in advancing compensation claims. Four other provinces—British Columbia, Manitoba, Nova Scotia and Ontario—have similar services. Required technical, clerical and other assistance will be provided by the Department. The Advocate will have complete access to the Board's files regarding claims under consideration.

PREVENTION AND INSPECTION

In Saskatchewan, Part VI of the Act concerning accident prevention has been repealed, being redundant in the light of the comprehensive industrial safety program brought into being by The Occupational Health Act. A further amendment provides that administration of the new program is to be paid out of the accident fund or by a special assessment upon employers if funds are not available and payments have to be met out of reserves. The general assessment provision is amended to cover the additional cost of the safety program.

ACCIDENTS OUTSIDE PROVINCE

In Manitoba, the previous provision for injuries suffered by workmen who were temporarily engaged outside the province—which provision applied to workmen whose usual residence and place of employment were within the province, and whose employer's business was located in the province—have been expanded and spelled out more clearly.

Should temporary work outside the province last for less than six months, compensation benefits apply in the same manner and to the same extent as if the accident happened within the province. If such employment lasts or is likely to last for six or more months, the workman's entitlement is subject

to the Board's approval of the employer's assessment of the workman's earnings.

A new provision covers the situation in which the employer's place or chief place of business is within Manitoba and the workman usually works there but resides outside the province.

If the accident happens while the workman is outside the province merely for some temporary purpose connected with his employment, entitlement is the same as if the accident happened within the province. When an accident happens outside the province, the employer's place or chief place of business is situated outside the province, and the workman is entitled to compensation under the law of the place where the accident happened, there is no entitlement whether he resides in or outside Manitoba, unless his usual place of employment is within Manitoba and at the time of the accident he is out of the province merely for some casual or incidental purpose connected with his employment.

If an accident happens outside the province in connection with the operation of a steamboat, ship or vessel, or of a railway, aircraft, truck, bus or other vehicle used to transport passengers, goods or substances, and the workman's residence is in Manitoba and his work or service is performed both within and outside the province, he and his dependants are entitled to compensation as if the accident had happened in Manitoba.

In the case of a workman employed outside the province, and if the circumstances of his residence, usual place of work and place of business of his employer are such that his entitlement, if injured outside the province, is the same as if he were injured in Manitoba, the employer, unless relieved by the provisions of an interprovincial agreement, must declare and be assessed on the workman's earnings as though the workman were employed in Manitoba.

Should the law of a country or place in which an accident occurs entitle a workman or his dependants to compensation, the workman or dependants, within three months after the accident or death, or such longer period as the Board may allow, must elect whether to claim under the law of the other place or that of Manitoba and give written notice to the Board. If an election is not made, or notice given, it will be presumed that the compensation claim will not be made from the Manitoba Board.

DUTIES OF EMPLOYERS

In the event of an award for a substantial amount of compensation for injury or death caused primarily by the serious fault of an employer in another class or subclass, the British Columbia Board may order the compensation to be charged to that class or subclass, and the Board may collect legal costs. An employer maintains his right against another employer arising out of an indemnity agreement or contract made between them.

COLLECTION OF ASSESSMENTS

The British Columbia Board is now authorized to enforce its liens by proceedings under the Execution Act. Employers neglecting or refusing to make a return of a notice of assessment on the form provided or prescribed by the Board are liable to a penalty of 10 per cent of their previous year's assessment, with a minimum of $25 and a maximum of $1,000. Employers neglecting or refusing to remit the amount of their assessment, or who underestimate their payroll, are liable to a penalty of 10 cent of the amount of the as ment not remitted. Employers default in paying any assessr when it becomes payable liable to a penalty of 5 per ce the amount unpaid at the da default, plus 1 per cent for additional month of default.

In Newfoundland, a Com sioner (Hugh O'Neil) was pointed in August under The lic Enquiries Act to look into relationship of the Workm Compensation Board with its ployees, and to make recomm dations for steps to improve relationship and to ensure th fectiveness of operations of Board to carry out the purp for which it was created. The port will be made with as littl lay as possible.

The foregoing article prepare W. H. Langford of The De ment's Legislative Resea Branch, is the second of a seri six reports describing deve ments in Canadian labour leg tion during the year; include legislation enacted before Dec ber 30, 1972. The remaining reports will deal with: appren ship and tradesmen's qu fications; labour standards; hu rights; and labour relations. W the series is completed, the ports will be collated and printed under the title, **Deve ments in Labour Legislation, 19**

Members appointed to the newly constituted Canada Labour Relations Board are, left to right, Gerald W. Brown; Cleve Kidd; Dr. J.W. Willard, Vice-Chairman; Marc Lapointe, Q.C., Chairman; Gérard Picard; and E.R. Complin.

THE REVISIONS TO PART V OF THE CANADA LABOUR CODE

The new industrial relations and disputes legislation revising Part V of the Canada Labour Code (Industrial Relations) became effective March 1, 1973. Marc Lapointe, a Montreal lawyer, has been appointed Chairman of the six-member Canada Labour Relations Board, which will administer the legislation passed by the Commons on June 30, 1972.

The new provisions enable unions to apply to the Board to have contracts reopened for negotiation if an employer introduces extensive technological changes during the term of a collective agreement without giving adequate notice. In certain cases, unions will be able to negotiate over such changes, with the ultimate right to strike.

The amendments require an employer to give the bargaining agent a 90-day notice of impending changes that would adversely affect the jobs of a significant number of employees. These technological change provisions do not apply, however, in the following cases: where a collective agreement contains provisions designed to cushion the impact of change; where the contract provides for negotiation and settlement of problems arising from technological change; and where written notice of the change was given in the open period of the agreement. **Precise information on the likely effects need not be given, but the notice must state the approximate number and type of employees likely to be affected.**

The new Part V contains other significant features related to such areas as: extension of bargaining rights; status and powers of arbitrators; stronger provisions regarding unfair practices; wider choice of dispute settlement techniques for the Minister of Labour; a full-time Labour Relations Board; and improvement in certification procedures.

The revisions give bargaining rights to professionals, fishermen and owner-operators of trucks, where these individuals are in a position of economic dependency. Employees in a supervisory capacity will be eligible for collective bargaining, but managers will continue to be excluded.

The Labour Relations Board, a full-time body with an enlarged mandate, **has been given additional responsibilities,** including jurisdiction over unfair practices, problems of successor rights, strike declarations, and orders granting access. It will deal with some matters previously handled by the courts.

Unfair practices provisions, which will be adjudicated by the Board instead of going to the courts, have been strengthened and extended. The arbitrator has also been given a stronger role in dealing with industrial disputes. His jurisdiction will be protected from excessive judicial review, and his awards will ultimately be enforceable as orders of the Federal Court.

Application for certification of workers in new organizing situations has been made somewhat easier. A union seeking certification for a group of unorganized workers will be entitled to a representation vote if it can demonstrate that it has the support of at least 35 per cent of the membership. The results would be based on a majority of the employees actually voting.

Finally, the Minister of Labour has been given increased flexibility in dispute settlement. He will have the option of dealing with a dispute by taking no action at the time, or appointing a conciliation officer, a conciliation commissioner or a conciliation board. **The new legislation directly affects 530,000 people working under federal jurisdiction.**

G.S.

THE OECD's ECONOMIC OUTLOOK FOR 1973

Despite a high rate of real growth, Canada is still likely to experience substantial price increases and continuing high unemployment in 1973, says the Organization for Economic Co-operation and Development.

In its economic forecast for 1973, **OECD Economic Outlook,** the Organization says that the rate of growth of real output in Canada since 1970 "has been well above potential," averaging 7 per cent a year in the six quarters ending in mid-1972. **Real growth in Canada's gross national product for 1972 was 6 per cent. Of seven major OECD countries, only two had higher rates**—United States, with 6.25 per cent, and Japan, with 8.5 per cent.

Yet Canada's 6.1 per cent unemployment rate at mid-1972 was the highest in the developed world; it was 5.8 per cent in the U.S., 3.7 per cent in Italy, 3.5 per cent in Britain, and 2.4 per cent in France.

Though unemployment in Canada among persons aged 25 or more "has been significantly less than in the trough and upturn of the early 1960s," the report notes, newcomers to the labour market have created "an exceptionally strong rise in the labour force," and in 1973, the entry of young people into the workforce is "likely to continue to prevent the unemployment rate from declining substantially."

The report gloomily predicts: **"Unemployment in Canada may in fact remain in the neighbourhood of 6 per cent through much of 1973."** A reference to the country's regional disparities adds that "this rate is likely to be associated with considerably lower levels of unemployment in Ontario and some of the western provinces, where market conditions may in fact begin to get strained."

The 23-nation body warns also that in Canada "the outlook for prices is a matter of concern." The GNP deflator—which is roughly how much less a dollar is worth owing to rising prices—"accelerated to a 5 per cent annual rate in the first half of 1972 and is expected to continue to rise relatively rapidly through 1973." The report adds that a sharp increase in food prices in 1972 accounted, to a large extent, for the recent inflation in Canada, but "price increases could become more generalized as the economic expansion matures."

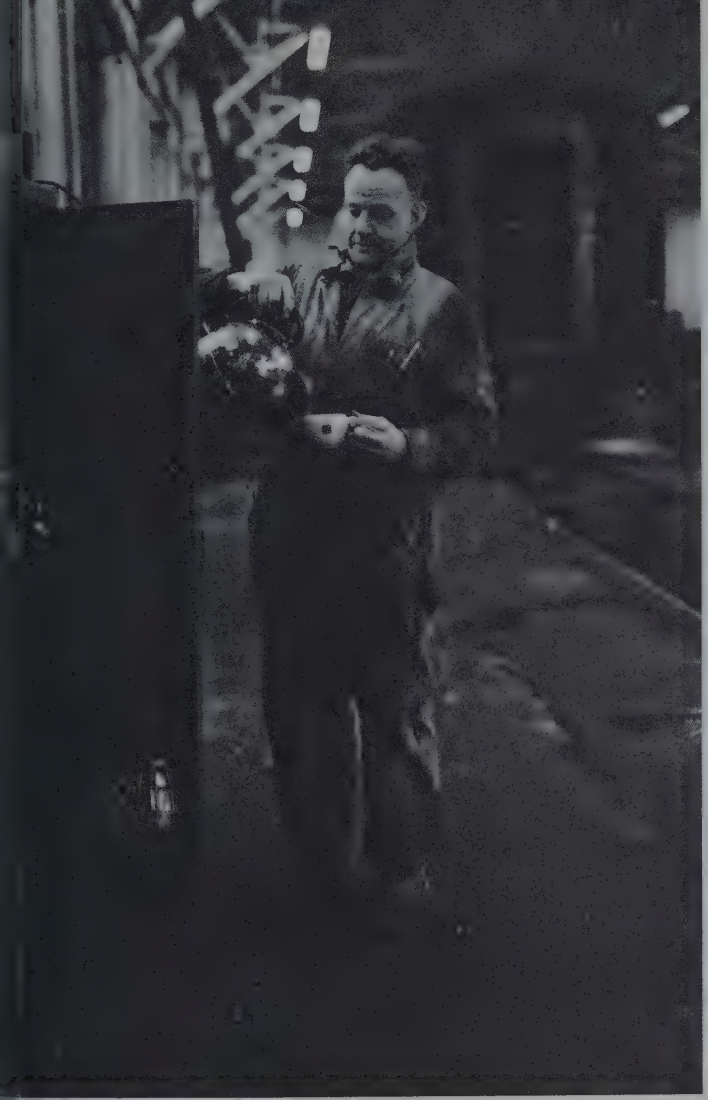
In making its recommendation for increased efforts against inflation, the OECD urges selective measures suitable to each country rather than general remedies. Underlining the urgency of the recommendation were figures showing that inflation in Western Europe in the three months up to October 1972 was running at an annual rate of 9.0 per cent. Du the same period, the rate wa per cent in Canada, 6.1 per ce Japan, and 3.4 per cent in the U

Real growth in Canadian outpu expected to remain str throughout 1973 and will matched or exceeded in m Western countries, with acc panying sharp rises in overall mand; but these moveme alone, the report says, will eradicate unemployment. "Th is disturbing evidence of struct causes of unemployment that m be alleviated but not removed rising aggregate demand. A from regional and occupatio imbalance between supply demand for labour ... **failure maintain a rate of capital for tion sufficient to equip a lab force swollen by demograp factors and rising participat rates (especially among wome may be contributing more ge ally to a rising plateau of une ployment."**

Canadian interest rates will pr ably continue to move upw the report predicts, but expans of the money supply might crease moderately through 197

The OECD notes also that **a gr deal of uncertainty surrounds ture trends in saving patterns the West.** Ordinarily, savi should have decreased during past few years on account of ris unemployment and a slowdo in economic activity. Instead, s ings have been increasing. may be because people are set aside more money as a safegu against future unemployment because they are investing m of their incomes in order to serve the real value of their mo against inflation.

In any event, the increased t dency to save makes it difficul predict the effect of governm measures designed to further st ulate the economy by increas spending power.



AILWAY ARBITRATION

Case No. 383—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over the job classification of five employees.

Five people employed with CN as stenographers or clerk-stenographers were advised that they would be transferred to a stenographic pool. The company's area administrative officer advised the union of the employees' transfer by letter, noting that the employees would retain their former classifications. The letter was sent after the company official had met with a union representative, who stated that it constituted the notice of change as required by Article VIII of the job security agreement. The job classification was later discussed by higher company officials who decided the employees should be reclassified into the lower-paying category of transcription typists, and who so advised the union by letter. The union protested the downgrading and the case was brought to arbitration. It was ruled that the union's grievance be allowed because the agreement that the company sought to avoid had been arrived at by negotiation and was pursuant to Article VIII of the job security agreement. Since no specification had been made as to the level of company representative making the agreement, the agreement arrived at by bargaining was left in effect.

Case No. 384—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers regarding discipline.

Three motormen were sent letters by the CN Safe Driving Committee which said that accidents they had been involved in were "preventable." The union protested that this was an act of discipline. The

arbitrator ruled that, since there had been no "investigation" of the sort required before an employee can be disciplined or dismissed, no act of discipline was involved and the grievance was dismissed.

Case No. 385—Dispute between CN and the Canadian Brotherhood of Railway, Transport and General Workers over compensation for a required medical examination.

A group of probationary employees were required to take a physical examination before becoming full-time employees. The examination was required of full-time employees, but the workers had not been required to pass an examination for probationary employment. The examinations were carried out following a schedule drawn up by the employer, some taking place during worktime and others outside worktime. Employees examined during worktime were compensated by the company, but the others were not, and their case was brought up for arbitration. The arbitrator ruled that the grievors should be compensated because, at the time they were hired as probationary workers, it had not been necessary for them to take a physical examination. Because the requirement became known only after they were employed, and because they were employees of the company at the time the examinations took place, it was ruled the company should pay compensation.

Case No. 386—Dispute between CP Rail and the United Transportation Union regarding time off for meals.

A conductor and his crew were scheduled to leave their departure terminal at 0400, eighteen and a half hours after going off duty from their previous trip. Instead of departing on schedule, the crew made up their train, and waited until the opening of a local restaurant at 0600 for breakfast before departing. The men claimed an initial terminal payment time from 0400 to 0710, but the company reduced the claim to provide payment of 30 minutes under Article 23, clause (g) of the collective agreement which states: "Time occupied in taking meals en route will not be deducted in computing overtime or arbitraries unless such overtime or arbitraries have been increased by trainmen delaying the train by taking time to eat." The arbitrator dismissed the grievance stating that the crew delayed the train by taking time to eat, so the deduction of time by the company was justified.

Case No. 387—Dispute involving CP Rail and the United Transportation Union regarding a claim for bereavement leave pay.

The father of a trainman died on September 20, 1971. The trainman arrived back in his home city on September 21 and took the next five consecutive days off work as bereavement leave. He then claimed bereavement leave pay for the days September 24, 25 and 26. The company declined payment of this claim on the grounds that the three-day bereavement leave allowance fell on the first three consecutive calendar days following his father's death. The union alleged that the company had violated a clause in the agreement that did not specify what days bereavement leave could be taken. The arbitrator dismissed the grievance on the grounds that bereavement leave was not intended to be taken as a form of holiday at the discretion of the employee. It was ruled that this was not the intended use of bereavement leave allowance in the collective agreement.

Case No. 388—Dispute betw
CN and the United Transportat
Union regarding suspension o
employee following an acciden

Ruled out of the jurisdiction of
Canadian Railway Office of A
tration.

Case No. 389—Dispute betw
CP Express and the Brotherho
of Railway, Airline and Steamsh
Clerks, Freight Handlers, Expr
and Station Employees regard
the overtime wage claim of an e
ployee who was unable to ret
to home terminal because
weather conditions.

The employee, a highway vehi
man, worked a regular shift
10:00 a.m. to 7:00 p.m. On Ma
1, 1972, due to severe snow con
tions, he was unable to compl
his assignment and was requi
to bed down away from home.
completed his assignment and
turned home on March 2, claim
7 hours wages at the penalty r
of time and one-half for the
riod 7:00 p.m. March 1 to 2:00 a
March 2, and 3½ hours wages
penalty rate of time and one-h
for the period 6:30 a.m. to 10
a.m. March 2. The company
nied the claim, the union griev
and the matter came up for ar
tration. The grievance was d
missed on the grounds that
highway vehicleman was not
titled to overtime payment for
hours claimed. As he did not ev
work his full shift but still receiv
full payment for it, the arbitra
ruled that the employee was
entitled to payment for work do
before or after the hours of
regular shift.

Case No. 390—Dispute betwe
CP Express and the Brotherho
of Railway, Airline and Steamsh
Clerks, Freight Handlers, Expr
and Station Employees regardi
suspension of an employee wi
out pay.

mployee was scheduled to
ree days annual vacation in
nber 1971. On June 29, 1971
uested that this vacation be
ced to August 3, 4 and 5,
at he be allowed one day's
of absence on August 6. This
t was made by the em-
in view of his marriage on
, 1971. He was not given a
e answer and, on July 30,
put his request in writing.
quest was declined and he
structed to report for duty
regular shift August 3, 1971.
mployee was absent without
sion for the four days re-
d, and when he returned to
on August 9, he was sus-
d. This suspension was
September 22, the employee
eturned to service without
r time lost due to suspen-
and twenty demerit points
placed against his record.
nion claimed the discipline
spension was improper and
sted removal of the twenty
it marks and reimbursement
k wages. The company de-
ne claim.

rbitrator ruled that the
demerit marks would stay
employee's record because
s absent from work without
He also ruled that the em-
e was properly held out of
while the case was consid-
The arbitrator ruled, how-
that a suspension of more
hree weeks by the company
unjustifiable. He ruled that
ievor be reimbursed for his
f regular earnings for the pe-
from August 30, 1971, until
ate of his return to work.

No. 391—Dispute between
ail and the Brotherhood of
enance of Way Employees
ling rates of pay in effect for
ng watchmen employed on
twater Crossing, Montreal.

A memorandum of agreement negotiated in 1958 gave crossing watchmen at the Atwater Crossing a differential in rate of 10 cents an hour as compared with other crossing watchmen, because of more duties and greater responsibilities. This differential gradually increased to 15.3 cents through general wage increases. A memorandum of agreement in 1969 reclassified all maintenance of way positions, standardizing and adjusting any job rate that was inequitably related to other rates. This 1969 agreement increased rates of pay for crossing watchmen, but not to the level of pay enjoyed by employees at the Atwater Crossing. The Atwater Crossing employees retained their higher rates until January 1, 1972, when a general wage increase erased the incumbency differential.

The arbitrator concluded that the 1969 memorandum dealt comprehensively with wage rates, including cases of wage differential. It was ruled that this memorandum superseded the 1958 agreement, and that the general 7 per cent increase was intended to be applied to the basic rate for crossing watchmen instead of being added to the actual previous hourly rate of pay for the Atwater Crossing watchmen. The grievance was dismissed on these grounds.

GENERAL TOPICS

EMPLOYMENT REVIEW

Between October and November the employment level increased and the unemployment level decreased. **The unemployment rate, seasonally adjusted, declined from** 6.9 to 6.6 between these months.

Employment. The employment level in November was 8,392,000 compared with 8,328,000 in October and 8,175,000 in November a year ago. Between October and November there was an advance in the level for all main age-sex groups, mainly in full time work, and the level increased in all regions.

Unemployment. The level of unemployment declined from 619,000 in October to 597,000 in November, but it was 24,000 higher than in November 1971. There was a decrease in unemployment for persons 14 to 24 years of age and for men aged 25 and over. By duration, in the category seeking work under 4 months, there was a decrease. Regionally, there was a small increase in Québec and a decrease in the other regions.

Participation rate. The participation rate advanced from 56.2 in October to 56.5 in November; a year ago it was 56.2. Between October and November there was a large increase in the rate for women 25 years of age and over. All regions showed an increase, the largest being in Québec. The participation rate represents the labour force as a percentage of the populations 14 years of age and over. Seasonally adjusted participation rates are obtained by direct adjustment—by dividing the unadjusted participation rate by the seasonal factor.

U.S. EMPLOYMENT, NOVEMBER, 1972.

The seasonally adjusted unemployment rate in the United States in November was 5.2 per cent compared with 5.5 per cent in October and September. The number of unemployed persons was 4,500,000 in November compared with 4,700,000 in October. The civilian labour force was 86,969,000. The actual rate of unemployment was 4.9 per cent.

UNEMPLOYMENT INSURANCE

During November 1972, the were 39,557 investigations fin ized across Canada. Of the 24,973 were on premise inve gations and 4,596 were select investigations to verify the ful ment of statutory conditions. T remaining 3,098 formal inve gations and 6,890 post audit vestigations were in connecti with claimants suspected of m ing false statements to obtain b efits. Punitive disqualifications a result of claimants making fa statements or misrepresentati numbered 3,799. Prosecutio were commenced in 52 cases, against claimants.

SLIP OF THE LIP

An extract from a Conciliat Board Report reads: "All te nological changes affecting employees of the Chateau Lau Hotel must be negotiated by signatories to the Collective Ar ment."

MARCH CREDITS

Photos. NFB: Cover, p. 127, 138, 144, 171. Ponich Studio, monton, Alta.: p. 125. Austral Information Service: p. 131. Public Archives of Canada: p. 147, 148, 150, 152. Murray Mos Photo Features Ltd., Ottawa: 137, 140, 142. Warrander Stu Ottawa: p. 157. Robert Lansd Etobicoke, Ont.: p. 160. C Price, Photo Features Ltd., Otta p. 169. CN Photo: p. 173.

ERTIFICATION

e Canada Labour Relations
al met for three days during
ecmber. It granted six appli-
tions for certification, rejected
re and permitted the with-
awal of three. Reasons for Judg-
er were issued by the Board in
n ng a request for review of a
evous Order of Certification.
gh applications for certification
er received by the Board during
e onth.

asons for judgment issued. In
ening an application made by
re abec Limitée, Montréal,
ue, for review of the Board's Or-
er of Certification dated July 25,
97 issued to the Canadian Ma-
ne Officers' Union for a unit of li-
ened engineers employed
oard the company's vessel
M/ Québec" (Reasons for judg-
er issued: full text in Supple-
ter No. 8, 1972) (LG, Sept. 1972,
40; Oct. 1972, p. 542).

Applications for certification granted. International Longshoremen's Association, Local 1739, was certified as the bargaining agent on behalf of a unit of operation and maintenance employees of Bunge of Canada Limited employed at its grain elevator in the Port of Québec. Certification was granted following the taking of a representation vote of the employees affected (LG, Oct. 1972, p. 544).

Brotherhood of Locomotive Engineers was certified as the bargaining agent on behalf of a unit of firemen-helpers, and hostlers employed by the Ontario Northland Railway, North Bay, Ont. The United Transportation Union, which had represented the employees affected, intervened to contest the application. The Board's decision followed the taking of a representation vote of the employees affected in which the names of both unions were on the ballot (LG, Dec. 1972, p. 640).

Canadian Brotherhood of Railway, Transport and General Workers, was certified as the bargaining agent on behalf of a unit of despatchers, and order takers employed by Charterways Transportation Limited, Mississauga, Ont., in its Air Terminal Transport Division, engaged in charter coach and air taxi service out of and between Toronto and Toronto International Airport (LG, Dec. 1972, p. 640).

United Brotherhood of Carpenters and Joiners of America, Local 1325, was certified as the bargaining agent on behalf of a unit of carpenters employed by ATCO (Western) Ltd., Calgary, Alta., in its "off-plant premises work" in the Northwest Territories (LG, Feb., p. 109).

Seafarers' International Union of Canada was certified as the bargaining agent on behalf of a unit of unlicensed employees of The Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., employed aboard vessels of its Marine Division (LG, Feb., p. 110).

Public Service Alliance of Canada was certified as the bargaining agent on behalf of a unit of security guards and doormen employed by the National Arts Centre Corporation at the National Arts Centre in Ottawa, Ont. (LG, Feb., p. 108).

Application for certification rejected. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Transport d'Anjou Inc., Rivière-du-Loup, Qué., respondent. The application was rejected by the Board because the applicant does not have a majority of employees as members in good standing in the unit that the Board found to be appropriate for collective bargaining (LG, Sept. 1972, p. 490).

Applications for certification withdrawn. Oil, Chemical and Atomic Workers International Union, Local 9-666, applicant, and Canadian-Montana Gas Company Limited, Calgary, Alta., respondent (LG, Jan., p. 58).

Retail, Wholesale and Department Store Union, Local 561, applicant, and Freshwater Fish Marketing Corporation, Winnipeg, Man., respondent (plant employees) (LG, Feb., p. 110).

Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The British Yukon Railway Company, Vancouver, B.C., respondent (dining room employees at Bennett, B.C.) (LG, Feb., p. 110).

Applications for certification received. Syndicat des Employés de Centeast Auto Terminal Inc. F.C.A.I., on behalf of a unit of transportation, maintenance and office employees of Centeast Auto Terminal, Lachine, Qué. (Investigating Officer: J. J. de G. Loranger).

Teamsters' Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of British Columbia-Yukon Railway Company employed in eating houses at Bennett, Pennington, and White Pass, British Columbia, and other locations (Investigating Officer: G. W. Rogers).

National Association of Broad
Employees and Technicians,
behalf of a unit of production
ployees of CFTO-TV Limited,
ronto, Ont. (Investigating Offi
K. Hulse).

Seafarers' International Unior
Canada, on behalf of a unit of
licensed employees of Cana
Offshore Marine Limited, Hal
N.S., employed aboard the ser
boats operated by the comp
for servicing marine oil expl
tion and drilling (Investigating
ficer: R. L. Kervin).

Canadian Brotherhood of Rail
Transport and General Worl
on behalf of a unit of bus o
ators employed by Capital C
Lines Limited, Ottawa, Ont.
vestigating Officer: J. G. Hoba)

Office and Professional Emp
ees' International Union, Loca
on behalf of a unit of emplo
of Clark Traffic Services Ltd., M
treal, Qué., employed at Term
Shed 67, Port of Montreal (Inv
gating Officer: S. T. Payne).

Local 1325, United Brotherhoc
Carpenters & Joiners of Ame
on behalf of a unit of carpe
employed in the District of M
Kenzie by Multibuilt Indus
Limited, Edmonton, Alta. (Inv
gating Officer: A. A. Franklin).

Public Service Alliance of Car
on behalf of a unit of statio
engineers employed by Freshv
Fish Marketing Corporation, W
nipeg, Man. (Investigating Offi
M. K. Evans).

ONCILIATION

December the Minister of
r appointed conciliation of-
sto deal with the following
es:

ity of Whitehorse, Yukon
ry, and the International
of Operating Engineers, Lo-
15 (Conciliation Officer:
e W. Rogers).

nal Harbours Board, Port of
uver, and Vancouver Har-
Employees' Association (Lo-
7, ILWU) (Conciliation Offi-
F. Langford).

Limitée, Québec, Qué., and
nal Association of Broadcast
yees and Technicians (Con-
n Officer: G. R. Doucet).

Columbia Telephone Com-
Vancouver, B.C., and Feder-
of Telephone Workers of
h Columbia (representing
yees of Traffic, Plant and
al Divisions) (Conciliation
r: D. H. Cameron).

tern Electric Company Lim-
Installation Western Region)
Communication Workers of
da (Conciliation Officer: H.
ner).

al Mortgage and Housing
ration, Ottawa, Ont., and
Service Alliance of Canada
l Office Printing Unit) (Con-
on Officer: M. K. Carson).

Central Ontario Television Limited (CKCO-TV, CKKW-AMM CFCA-FM), Kitchener, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: K. Hulse).

Settlements by conciliation officer. General Aviation Services Ltd., Toronto, Ont., and International Association of Machinists and Aerospace Workers, Lodge 717 (Conciliation Officer: H. A. Fisher) (LG, Feb., p. 106).

National Harbours Board, Québec, Qué., and Public Service Alliance of Canada (Conciliation Officer: G. R. Doucet) (LG, Feb., p. 106).

Terminus Maritime Inc., Québec, Qué., and le Syndicat National des Débardeurs des Quais de Baie-Comeau (CSN) (Conciliation Officer: G. R. Doucet) (LG, Feb., p. 106).

Marine Industries Limited, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (LG, Jan., p. 54).

Anvil Mining Corporation Limited, Whitehorse, Y.T., and Local 1051, United Steelworkers of America (Conciliation Officer: D. H. Cameron) (LG, Jan., p. 54).

Alberni Cable Television Limited, Port Alberni, B.C., and International Brotherhood of Electrical Workers, Local 230 (Conciliation Officer: R. F. Langford) (LG, Dec. 1972, p. 641).

National Harbours Board, Port of Montreal, and the National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: Marcel Archambault) (LG, Sept. 1972, p. 491).

Conciliation board appointed. Canadian National Hotels Limited (Nova Scotian Hotel), Halifax, N.S., and Hotel and Restaurant Employees and Bartenders International Union, Local 662 (LG, Jan., p. 54).

Conciliation board fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between Radio Saguenay Limited (CKRS - CKRS-TV), Jonquière, Qué., and le Syndicat des employés et techniciens en radio et T.V. Saguenay Lac St-Jean (CSN) (LG, Feb., p. 107) was fully constituted with the appointment of André Desgagné of Chicoutimi, Qué., as chairman. Mr. Desgagné was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. R. Gauthier and union nominee, Laval Leborgne, both of Montreal.

Conciliation board report received. Wardair Canada Ltd., Edmonton, Alta., and Canadian Air Line Flight Attendants' Association (LG, Oct. 1972, p. 546). (Full text appears in Supplement No. 8, 1972).

DECISIONS OF THE UMPIRE

CUB 3147. The claimant filed an application for benefit, stating that he had been employed from November 1948 to October 8, 1971 as a shipping and receiving counter clerk. He gave as the reason for his separation that the company had discontinued its business.

His total normal weekly earnings as at October 1971 were $125, and he said that "he did or would" also receive $2,200 as a bonus for the number of years he had worked. The company confirmed that they had retired from business, and that the amount of $2,200 given to the claimant was "an outright gift for years of loyal service."

The insurance officer notified the claimant that his weekly earnings for the period of 17 weeks—October 10, 1971-January 30, 1972—were determined to be $125 and that his earnings for the week commencing February 6, 1972, were determined to be $75. (Under Sec. 172 (2) (a) of the new Unemployment Insurance Act his bonus of $2,200 was income arising out of employment, and under Sec. 173 (9) It must be allocated to the period for which earnings are payable.)

From the decision of the insurance officer, the claimant appealed to the board of referees, contending that the company d given him a bonus for the nur of years worked—22 years an months—and that this money not to be construed as wages. board, with the exception of dissenting member, dismisse appeal.

According to the dissenting m ber, the board had complied the regulations, but he took view that these regulations unjust and should be changec believed that the bonus of $ received by the claimant money earned while working should not be considered as ings. He did not believe it wa intent of the employer to con the bonus as earnings, obse that a man who works many with loyalty to his empl should not be penalized.

When the claimant appeale the Umpire, the latter dec that the statements of the c ant in his appeal only confi that the amount of $2,200 pa him was paid in contemplatio his separation from employm

The comments of the disse member, he added, are to th fect that he agrees that the al tion of the bonus received b claimant was properly made i cordance with regulations that his dispute lies only wit provisions contained in the lations which he considers sh be changed—a matter that not come within the jurisdi of the adjudicating authorities

The Umpire said in conclusio will be seen, therefore, that th called "bonus" of $2,200 is allocated to a period afte claimant's separation from hi ployment. The provisions o new Act, ... are binding or Umpire and adjudicating au ities. Consequently, I find tha decision of the Commission the majority decision of the b of referees must be upheld."

UBLICATIONS IN THE LIBRARY

STNO. 287

e publications listed below are cet acquisitions. They may be rrwed through a local library usiess, university, public, etc.) dectly if there is no local li- ar Please indicate the numeral tle item and the month listed ne requesting loans.

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o.2—Dereshinsky, Ralph M. The LB and secondary boycotts. hildelphia, University of Penn- lvnia, Wharton School of Fi- nne and Commerce, Industrial esarch Unit [c1972] 131 p.

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No. 3—Labor problems in Christian perspective. Edited by John H. Redekop. Grand Rapids, Mich., Eerdmans [1972] 364 p.

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No. 4—Ashby, Lloyd W. Common sense in negotiations in public education, by Lloyd W. Ashby, James E. McGinnis [and] Thomas E. Persing. Danville, Ill., Interstate Printers & Publishers [1972] 145 p.

No. 5—Ball, Lyle Edwin. Collective negotiations in the public sector: a legal and attitudinal study. [Ann Arbor, Mich., University Microfilms, 1972] 233 p.

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No. 7—Marmo, Michael Joseph. Public employee collective bargaining in New York City. [Ann Arbor, Mich., University Microfilms, 1972] 440 p.

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No. 19—Frow, Ruth. Strikes: a documentary history [by] R. and E. Frow and Michael Katanka. London, C. Knight, 1971. 227 p.

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Pre
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended December 9, 1972		4,929	+ 0.5	
Employed	December	8,345	− 0.2	
Agriculture	"	408	− 5.1	
Non-agriculture	"	7,936	−	
Paid workers	"	7,378	− 0.3	
At work 35 hours or more	"	6,636	+ 1.0	
At work less than 35 hours	"	1,447	− 2.2	
Employed but not at work	"	261	− 16.6	
Unemployed	"	584	+ 11.5	
Atlantic	"	67	+ 13.6	
Québec	"	206	+ 9.6	
Ontario	"	153	+ 6.2	
Prairie	"	79	+ 19.7	
British Columbia	"	79	+ 17.9	
Without work and seeking work	"	547	+ 9.2	
On temporary layoff up to 30 days	"	37	+ 60.9	
INDUSTRIAL EMPLOYMENT (1961 = 100)†	September	133.5	+ 0.1	
Manufacturing employment (1961 = 100)†	"	126.8	+ 0.1	
IMMIGRATION	1st 6 mos. 1972	54,313	−	
Destined to the labour force	"	27,113	−	
STRIKES AND LOCKOUTS				
Strikes and lockouts	November	92	+ 17.9	
No. of workers involved	"	32,703	+ 10.9	
Duration in man days	"	368,520	− 12.2	
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	September	152.46	+ 1.1	
Average hourly earnings (mfg.)†	"	3.59	+ 0.8	
Average weekly hours paid†	"	40.7	− 2.9	
Consumer price index (1961 = 100)	"	141.8	+ 0.4	
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	138.5	+ 2.5	
Total labour income (millions of dollars)†	"	4,946.0	+ 3.3	
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	November	201.6	+ 0.9	
Manufacturing	"	194.7	+ 0.5	
Durables	"	223.2	+ 0.8	
Non-durables	"	172.1	+ 0.2	
NEW RESIDENTIAL CONSTRUCTION**				
Starts	November	19,024	− 16.0	
Completions	"	19,665	+ 4.5	
Under construction	"	165,979	− 0.4	

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, whi addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

RKES AND LOCKOUTS

tal information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department b ur on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three s this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all e reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the s ppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

S AND LOCKOUTS, 1967-1972

r Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
7	498	522	252,018	3,974,760	0.25
8	559	582	223,562	5,032,730	0.32
9	566	595	306,799	7,751,880	0.46
0	503	542	261,706	6,539,560	0.39
1	547	569	239,631	2,866,590	0.16
November	46	94	20,240	232,810	0.15
December	27	81	14,171	152,590	0.10
2 January	39	80	16,967	133,640	0.09
February	35	78	28,153	239,330	0.16
March	40	89	231,680	370,120	0.24
April	43	94	232,930	1,831,840	1.31
May	53	108	62,721	936,600	0.59
June	58	118	118,294	1,195,060	0.74
July	36	106	92,102	1,162,030	0.75
August	29	89	36,823	647,360	0.38
September	42	93	33,211	467,310	0.32
October	31	78	29,501	419,520	0.27
November	37	92	32,703	368,520	0.24

inary. †Revised.

ES AND LOCKOUTS, NOVEMBER, 1972, NDUSTRY, (PRELIMINARY)

y	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
y	1	1	300	900
e	1	3	1,100	10,100
ufacturing	18	48	14,556	189,180
truction	1	9	2,368	49,480
portation and utilities	8	12	11,677	85,120
e	4	8	1,277	8,600
n	—	—	—	—
c	3	9	1,343	23,410
l administration	1	2	82	1,730
L INDUSTRIES	37	92	32,703	368,520

STRIKES AND LOCKOUTS, NOVEMBER, 1972, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	7	746	12,640
Prince Edward Island	—	—	—	—
Nova Scotia	2	2	510	2,740
New Brunswick	2	3	1,500	3,300
Quebec	7	22	13,783	120,070
Ontario	12	28	12,346	173,620
Manitoba	—	4	118	2,480
Saskatchewan	1	3	276	5,800
Alberta	1	2	314	5,570
British Columbia	4	14	2,137	34,400
Federal	5	7	973	7,900
ALL JURISDICTIONS	37	92	32,703	368,520

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972 (PRELIMINARY)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Result
Forestry						
MacMillan Bloedel Ltd. (Franklin River Div.) Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	900	900	Nov. 27 Nov. 30	Interpretation of term agreement regarding hou regular and overtime w Return of workers when e mental hours of work arran
Mines						
METAL						
Lornex Mining Corp., Highland Valley, B.C.	Steelworkers Loc. 7619 (AFL-CIO/CLC)	400	8,400	42,000	July 3 —	Hours of work—
Brunswick Mining and Smelting Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	500	1,500	6,500	Oct. 18 Nov. 6	Alleged unsafe mine c tions—Return of workers union's recommendation.
Heath Steele Mines Ltd., Newcastle, N.B.	United Mine Workers Local 5319 (CLC)	200	200	200	Nov. 16 Nov. 17	To protest against unsafe ing conditions after a worker was killed in an dent—Return of workers ing further discussions.
Manufacturing						
Food and Beverages						
Dare Food (Biscuit Division) Ltd., Kitcherner, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	48,410	May 26 —	Wages, hours—
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	7,440	39,100	June 29 —	Wages, hours, overtime paid holidays—
Chaine Cooperative du Saguenay, St-Bruno, Lac St-Jean, Qué.	Commerce Employees (CNTU)	330	6,930	25,410	Aug. 14 —	Wages, hours, other benef
McGraw-Edison, Etobicoke, Ont.	Steelworkers Loc. 5466 (AFL-CIO/CLC)	165	3,470	4,960	Oct. 19 —	Not reported—
McGavin Toastmaster Ltd., & Weston Bakeries Ltd., Regina, Sask.	Bakery Workers Local 428 (AFL-CIO/CLC)	225	4,730	5,860	Oct. 25 —	Wages, hours, other im ments—
Fisheries Products Ltd., Catalina, Nfld.	Food & Allied Workers Local 1253 (AFL-CIO/CLC)	150	150	150	Nov. 13 Nov. 14	To protest against the dis of two fellow workers—I of workers pending fi discussions.
McGavin Toastmaster Ltd., Edmonton, Alta.	Bakery & Confectionnery Workers Loc. 276 (AFL-CIO/CLC)	114	1,370	1,370	Nov. 15 —	Wages, hours—

E i-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972 IMINARY) (CONT.)

dustry ployer ction	Union	Workers Involved	Duration in Man-Days November	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
E						
nt Knitting rome, Qué.	United Textile Workers Loc. 1667 (AFL-CIO/CLC)	250	250	250	Nov. 30 –	Job security–
D						
Millan Bloedel Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	21,850	June 19 –	Not reported–
rdian Forest ucts, ting-Merritt,	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	11,000	Sep. 13 –	To protest against the suspension of fellow workers for alleged slowdown–
hwood Pulp mill Div., ge George, B.C.	Woodworkers Loc. 1-424 (AFL-CIO/CLC)	250	5,250	11,750	Sep. 25 –	Not reported–
Manufacturies ois, ste, Qué.	Carpenters (AFL-CIO/CLC)	170	3,570	5,440	OZct. 17 –	Not reported–
oulanger & wick, Ste. Arthasa, Qué.	Syndicat des Employés du Bois-Ouvré de Warwick C.S.D.	177	530	530	Nov. 8 Nov. 13	Wages, job evaluation—Wage increases, other improvements over a 3-yr. contract.
TIRE AND FIXTURES						
rohome Ltd., tener-Area, Ont.	I.B.E.W. Loc. 804 (AFL-CIO/CLC)	2,400	36,000	36,000	Nov. 3 Nov. 27	Job reclassification, wages—Wage increases.
tar Packaging nto, Ont.	Chemical Workers Loc. 595 (AFL-CIO/CLC)	300	300	300	Nov. 10 Nov. 11	Wages, paid lunch breakes—Return of workers.
METAL						
onda Canada Ltd., icoke, Ont.	Auto Workers Local 399 (CLC)	400	400	400	Nov. 2 Nov. 3	Not reported—Not reported.
ABRICATING						
weld & Forge ducts Ltd., treal, Qué.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	320	6,720	28,800	July 25 –	Not reported–
Robertson Co. Ltd., ion, Ont.	Steelworkers Loc. 4970 (AFL-CIO/CLC)	310	1,550	1,550	Nov. 12 Nov. 20	Wages, fringe benefits—Wage increases, other improved benefits.
ERY						
sey-Ferguson stries Ltd., nto & Brantford	Auto Workers Locs. 439 & 458 (CLC)	3,300	69,300	135,300	Oct. 4 –	Wages–

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972 (PRELIMINARY) (CONT.)

Industry — Employer / Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Ford of Canada (Car Plant Div.), Oakville, Ont.	Auto Workers Loc. 707 (CLC)	1,700	1,700	1,700	Nov. 29 Nov. 30	To demand for the firing foreman for allegedly str an employee—Return of ers after the foreman was ferred to another part o plant.
Prestolite Co., Point Edward, Ont.	Auto Workers Loc. 456 (CLC)	550	1,100	1,100	Nov. 29	To protest against the su sion of a fellow worker—
TRANSPORTATION EQUIPMENT						
Hawker Siddeley Trenton Works, Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	400	1,200	1,200	Nov. 1 Nov. 6	Dissatisfaction with ge working conditions—U president persuaded work return.
Saint John Shipbuilding & Dry Dcok Co. Ltd., Saint John, N.B.	Marine Workers Federation Loc. 3 (CLC)	800	1,600	1,600	Nov. 24 Nov. 26	To protest against an i suspension of a fellow w for refusing to do "his Union president persuade to return to work, and union to decide return o pended worker.
NON-METALLIC MINERAL PRODUCTS						
Cegelec Industrie Inc., La Prairie, Qué.	Metallurgists'1703,570 Miners and Chemical Workers Federation (CNTU)	24,310	May 10		—	Delayed negotiations in contract—
Construction						
Canadian Electrical Manufacturers Assoc. Province-wide, Ont.	Elevator Constructors Loc. 90 (AFL-CIO/CLC)	1,200	25,200	75,030	Aug. 29 —	Protest over lack of progr negotiations for a nationa tract—
Canadian Elevator Manufacturers, Lower Mainland, B.C.	Elevator Constructors Loc. 82 (AFL-CIO/CLC)	277	4,770	13,170	Sep. 8 —	Protest over lack of progr negotiations for a national tract—
The Canadian Elevator Manufacturers, Montreal & Québec, Qué.	Elevator Constructors Locs. 89 & 101 (AFL-CIO/CLC)	600	12,600	31,800	Sep. 15 —	Protest over lack of progr negotiations for a nationa tract—
The Canadian Elevator Manufacturers, Edmonton & Calgary, Alta.	Elevator Constructors Locs. 122 & 130 (AFL-CIO/CLC)	200	4,200	7,800	Oct. 5 —	Wages, fringe benefits, jurisdiction—

G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days November	Duration in Man-Days Accumulated	Starting Date Termination Date	Major Issues Result
...ation and						
...ORTATION						
...ada Steamship ...es Ltd., ...treal, Qué., ...der Bay, Windsor, ...a and Port Credit,	Railway Clerks various locals (AFL-CIO/CLC)	350	3,210	16,240	Sep. 8 Nov. 15	Wages, hours—Wage increases in a 3-year contract.
...ral Trucking ...s, Montreal ...é.)	Teamsters Local 931 (IND.)	2,000	20,000	20,000	Nov. 11 Nov. 24	Wages—Wage increases totalling $1.20 an hr. over a 3-yr. contract.
...lair Ltd. of ...treal, ...bec, Ontario, ...hwest Territories	Machinists (Maintenance & Operations Employees) (AFL-CIO/CLC)	240	3,120	3,120	Nov. 14 —	Job security, wages, other improvements—
...NICATION						
...t Office Department, Metro Toronto, ...ario.	Letter Carriers Union (CLC)	281	400	400	Nov. 17 Nov. 19	Protest over slowness in negotiation—Return of workers after P.O. obtained injunction.
...GAS AND WATER						
...ro Québec, ...ince-wide, Qué.	Public Employees Loc. 1500 (CLC)	8,500	54,640	54,640	Nov. 6 Nov. 15	To demand for parity with Ontario Hydro employees in a 3-yr. contract—Back-to-work order forced men to return to work.
...motive Hardware ...nto, Ont.	Steelworkers Loc. 7105 (AFL-CIO/CLC)	112	1,340	2,120	Oct. 23 Nov. 20	Wages, other improvements—Wage increases, other benefits.
...ey Stores Ltd. ...o Stores) ...ney & Sydney ...r, N.S.	Food & Allied Workers Local 268 (AFL-CIO/CLC)	110	1,540	1,540	Nov. 10 —	Wages, job security, other improvements—
...P Stores, ...vince-wide, Ont.	Retail, Wholesale and Department Store Union, Loc. 414 (AFL-CIO/CLC)	225	3,150	3,150	Nov. 12 —	Job security, wage parity with employees of other food chains—
...perative Agri- ...e de Granby, ...nby, Qué.	Syndicat des Yes Coop. Granby C.S.D.	350	580	580	Nov. 18 Nov. 21	Wages—Wage increases.
...eral Independent ...cery Stores, ...ntreal, Qué.	Retail Clerks Loc. 500 (AFL-CIO/CLC)	405	410	410	Nov. 30 —	Demand for parity with Montreal warehouse employees of the big chains—

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER, 1972 (PRELIMINARY) (CONCL'D.)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days: November	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Result
Service						
EDUCATION						
Greater Victoria School District & Camosum College, Victoria, B.C.	Public Employees Local 382 & 947 (CLC)	415	5,400	5,400	Nov. 14 —	Slowness in negotiation—
HEALTH AND WELFARE						
Toronto Western Hospital, Toronto, Ont.	Canadian Union of General Employees	675	14,460	68,460	July 12 —	Job classification, sick l hours—

*Federal jurisdiction.

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THE LABOUR GAZETTE

Official Journal Canada Department of Labour

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THE LABOUR GAZETTE and LA GAZETTE DU TRAVAIL are published monthly by the Canada Department of Labour, Public Rel Branch, R. Brian O'Regan, Director.
CORRESPONDENCE—Address letters dealing with editorial matte the Editor, The Labour Gazette.
SUBSCRIPTIONS—Canada: $5 a year, three years $10, single copies cents; all other countries: $7 a year, three years $15, single copies 75 Send remittance by cheque or post office money order, payable to th Receiver General of Canada, to Information Canada, Publishing Div Ottawa, K1A 0S9, Canada. All subscriptions payable in advance.
BOUND VOLUMES—$7.50 a copy delivered in Canada, $10 a copy other countries.
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INDEXED IN: Canadian Periodical Index, Index to Canadian Legal Periodical Literature, Public Affairs Information Service Bulletin, and Employment Relations Abstracts.

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